

REPORT OF
THE MYSORE PAY COMMISSION
1966-1968

VOLUME III—CHAPTERS 47 to 79



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CHAPTER 47

Mysore Government Secretariat

47.1. General issues relating to the Organisation of the Secretariat, the arrangement of business among the Secretariat Departments, the arrangement of business among the Ministers, the relationship between the Ministers and the Secretaries and between them and the Heads of Departments, the advisability of appointing 'technocrats' in the Secretariat, classes of officers in the Secretariat and other allied issues have been discussed in Chapter 3.

47.2. This Chapter deals with matters of detail relating to the establishment and organisation of the Departments of the Secretariat.

47.3. The following statement indicates the number of posts existing in the Secretariat at the time of the Reorganisation of the States and as at present. There has been a phenomenal growth in the strength of the Secretariat below the level of the Secretaries during the last twelve years. While the increase in the strength of the establishment could be justified by saying that Government have been undertaking more and more responsibilities and it is necessary to have adequate staff to deal with this work it cannot be gainsaid that every effort should be made by rationalising the work and by suitably delegating powers to the lower levels to keep such expansion in check or even to reduce the staff :

Staff position of the Secretariat as on 1-11-1956 and as at present.

Designation	As on 1-11-1956	As at present
Chief Secretary to Government	1	1
Secretaries to Government	11	10
Special Secretary to Government, Agricultural Production and Development. ....	....	1
Additional Secretary, Law Department ....	....	1
Gazetted Officers (Class I)	25	115
Superintendents (now Section Officers Class II Gazetted).	80	145
Assistants	367	384
Senior Assistants (Created in 1964) ....	....	149
Junior Assistants	259	307
Stenographers	100	202
Selection Grade Stenographers ....	....	10
Typists	98	169
Drivers	20	29
Class IV Officers	345	735

47.4. There are 138 Sections in the Secretariat Departments and these have been formed after assessment of the work load by the Organisation and Methods

Section attached to the General Administration Department. The staffing pattern is uniform in almost all the sections *viz.*,

One Section Officer,
One Senior Assistant,
Two Assistants,
One Junior Assistant.
One Dalayat.

This structure is based on the work load of 8 effective receipts per Assistant per day.

47.5. The Organisation and Methods Section may assess and review the work load periodically and make its suggestions for modifications in the strength of the Sections and their distribution wherever necessary.

General Administration Department

Accounts Section:

47.6 The Accounts Section in the Secretariat is responsible for all bills relating to the Secretariat Organisation. The salary bill is prepared and encashed by this Section and the amount is sent to the Departments concerned where the salary due to individual officials is disbursed. The work in this Section is generally of a mechanical nature. This Section consists of 2 Section Officers, 2 Senior Assistants, 8 Assistants (one doing the work of Cashier) and 5 Junior Assistants. As there may not be much noting work in this Section, the services of Senior Assistants may not be necessary. They may be replaced by Assistants. The officials working in this Section are in receipt of a Special Pay equivalent to 10 per cent of the pay on the ground that the nature of their work is arduous. As pointed out earlier the work done in this section is primarily of a routine and mechanical nature. The Commission has suggested in Chapter 9 that necessary equipment like the Bradma machines may be installed for the repetitive items of work and if this recommendation were to be accepted the work in this section might become so simple that the existing staff could be reduced by at least 30 per cent. This question may be examined after the equipment is installed and brought into use. *There is, however, no case for the payment of Special Pay to the officials in this section and it may be discontinued. The special pay to be granted to the cashier may however be determined in accordance with the principles laid down in this behalf in Chapter 5.

Registry Section :

47.7 Each Secretariat Department has a Registry Section. This section consists of one Senior Assistant designated as the Registrar, four Junior Assistants and four Dalayats. The work of the Junior Assistants is to diarise sectionwise all receipts and send them on to the sections and send all letters received from the various sections in closed covers to the General Despatch Section. Studies conducted by the Organisation and Methods Section showed that while the Junior Assistants in charge of receipts were heavily worked during the

first half of the day with almost no work in the second half ; the Junior Assistants in charge of despatch had very heavy work in the latter half of the day and almost no work in the former half. It was, therefore suggested in the Study Report that all the Junior Assistants might handle receipts in the first half of the day primarily and the despatches in the second half of the day primarily. This arrangement may be tried. The Registry is not required to maintain any account of Service Stamps as the actual despatch is done in the General Despatch Section. It has been suggested that the Registry Section could be entrusted with some more work, namely, comparing of fair copies, supervision of Typing Pool, securing articles of stationery for the Department, collecting and consolidating information relating to the Department for purposes of answering Assembly Questions etc. It was also urged before the Commission that entrusting these items of work to the Registry Section would ensure co-ordination and better efficiency and keep the staff of the Section fully engaged, and, as this addition would increase the responsibilities of the Registrar in the Registry Section, it would be appropriate to upgrade the post of Senior Assistant (Registrar) to that of a Section Officer. After carefully considering the nature of work proposed to be entrusted to the Registry Section, the Commission is of the view that the routine duties proposed to be entrusted to the Registry Section may keep the Section adequately employed, but will not simultaneously increase the responsibilities of the Registrar to such an extent as to justify the upgrading of the post to that of a Section Officer. The Commission, therefore, considers that no change in the structure of the Registry Section is warranted even after entrusting the proposed additional work and that the Senior Assistant may continue to remain as the Registrar of the Registry Section.

General Despatch Section

47.8. This is under the supervision of one Assistant. The work of despatch is done by 8 Junior Assistants. This section maintains the Stamp Account. No change in the set up of this section is called for for the present. The number of Junior Assistants may be reduced by 4 when the "addressing machine" (Bradma) referred to earlier is installed and brought into use.

General Records Section

47.9. This section is in charge of a Section Officer assisted by 6 Assistants, 7 Junior Assistants, 1 Typist and 18 Class IV Officers. The Attenders in the Vidhana Soudha are under his control and assist the departments in securing the files required by them. It may be mentioned that the Attenders have been withdrawn from the Departments and their services are being utilised in the General Records Section. There are 28 Attenders now attached to this section but all of them may not be required in this section. They must be assigned regular work elsewhere after retaining the minimum number required for the Records Section. It has been suggested in Chapter 4 (iii) that such of the Attenders as have passed S.S.L.C. Examination might be promoted as Second Division Clerks or Junior Assistants, that the other Attenders might be retained in that cadre

till they retire but that no fresh recruitment need be made to this cadre. 28 Attenders are not really required in the General Records Section and their number is surprisingly big. They could be posted at the rate of one each to the Registry sections attached to the Department and to the General Despatch Section retrenching corresponding number of posts of Junior Assistants. Even though they may not be able to attend to the full work load of Junior Assistants, generally they should be able to attend to routine work expected of them in these general branches particularly in view of the simplification of work recommended. The other attenders may continue in the General Records Section.

Multigraph Section

47.10. This Section is in the charge of the Section Officer of the General Records, assisted by trained Attenders who attend to copying of stencil sheets on machines. The work of the entire Secretariat, except that of the Cabinet Section and the Planning Department where there are separate machines, is carried out in this Section. Although the centralisation of this work has the disadvantage of resulting in avoidable delay, the alternative method of having a machine for every Department would be equally disadvantageous in the sense that the machines are sure to remain idle for want of sufficient work and entail additional cost which would not be justifiable. Each department may send an intimation to the branch at least one or two days in advance indicating the volume of work it proposes to send for stencilling and the date by which it expects the work to be kept ready. This system will help the branch to adjust its work on priority basis so that urgent items of work are attended to promptly. With this modification, the present arrangement may continue.

Personal Establishments of Ministers

47.11. The Personal Establishments of Ministers, Ministers of State and Deputy Ministers consist of—

Ministers

Private Secretary	1 (Class II or Higher Grade)
Stenographers	2
Assistant	1
Junior Assistant	1 (if required)
Class IV Officers	4 (including 2 Cycle Orderlies)

Ministers of State

Private Secretary	1 (Class II or lower grade)
Stenographers	2
Assistant	1
Junior Assistant	1 (if required)
Class IV Officers	4 (including 2 Cycle Orderlies)

Deputy Ministers

Assistant	1
Junior Assistant	1 (if required)
Stenographer	1
Class IV Officers	3 (including one Cycle Orderly).

In a democratic set up, citizens are bound to approach the Ministers directly as they think that their business would be attended to more expeditiously by such approach than through the local officers or that their business even if strictly not in accordance with the rules will still be done if they approach the Ministers. In an ideal set of circumstances the genuine grievances of a citizen should be attended to expeditiously even if he approaches the authority at the lowest level competent to give relief and if the grievance is not genuine and cannot be redressed according to the rules, it should make no difference even if the highest authority is approached. It is essential that all concerned should create such an atmosphere by their precept and example. If a citizen realises that he will get what is justly due to him and with greater facility by approaching the local officers he would naturally prefer to do so. The general issues relating to this question have been discussed in Chapter 9.

47.12. In most cases, the Ministers send the petitions to the Secretary for verification and report instead of directing the party to approach the concerned competent authority or marking the petition to such authority for disposal; this sets the entire administrative machinery in motion and adds to their work to find ultimately that possible relief had already been given to the party or that Government cannot under the rules interfere in the matter. The Private Secretaries may be authorised in such cases to send the petitions, letters etc., direct to the lowest authority competent to handle the cases for disposal; such a course would lead to reduction of routine work at the Secretariat and other levels. It may be desirable in such cases to advise the party also to approach the concerned competent authority and not to pursue the matter from the top. Apart from such cases, there are several others in which the Ministers send the petitions, letters, etc., to the Secretary to Government for disposal and these are sent down after observing all the formalities increasing the work in the Department.

47.13 The Personal Establishments of the Chief Secretary and other Secretaries to Government consist of—

Chief Secretary to Government.	3	Stenographers and one Junior Assistant.
Secretaries to Government.	2	Stenographers and one Junior Assistant.
Joint Secretaries and Deputy Secretaries to Government.	1	Stenographer and one Junior Assistant.

When the Secretariat Departments were reorganised in 1963, the Chief Secretary was given 2 Stenographers and 2 Junior-Assistants and other Secretaries to Government one Stenographer and 2 Junior Assistants. As regards Joint Secretaries, no pattern was prescribed and every Deputy Secretary was given one Stenographer and one Junior Assistant. For the sake of convenience, some of the Secretaries

to Government have got the posts of Junior Assistants converted into those of Stenographers. It has been recommended in Chapter 9 that tape-recorder might be given to the Officers who are entitled to have Stenographers. As and when tape recorders are provided to Secretaries to Government, the strength of the Personal Establishments may consist of one Stenographer and one Typist. The pattern of establishment applicable to Secretaries to Government should also be made equally applicable to the Additional Secretaries to Government. The Joint Secretaries and the Deputy Secretaries to Government may each be given one Stenographer and one Junior Assistant.

Organisation and Methods Section.

47.14. The Planning Commission stressed in its Second Five Year Plan proposals on the need for setting up special units for "Organisation and Methods" as part of the normal machinery of State Administration in order to provide for a pool of technically trained persons on whose experience the various departments could draw and suggested that the State Governments might get their staff trained at the Directorate of Organisation and Methods at New Delhi.

47.15. There is a small "Organisation and Methods" Wing in the General Administration Department.

47.16. The Resources and Economy Committee had suggested in para 3-103 (pages 135-136) of its Report that the Organisation and Methods Wing should be further expanded and reorganised to deal with administrative and service matters concerning all Government Departments and to bring about inter-departmental understanding and co-ordination. The Committee also suggested that the following specific functions might be entrusted to this Wing :—

- (i) Scrutiny of proposals for additional staff ; and
- (ii) watching implementation of policy decisions and important orders of Government.

The Secretary to Government, Home Department, is designated concurrently as Special Secretary (Organisation and Methods) and he is assisted by one Deputy Secretary, one Under Secretary, three Section Officers, one Work Study Analyst, four Senior Assistants, 4 Assistants and 3 Junior Assistants. It is represented that for want of adequate staff, the Organisation and Methods Wing is somewhat handicapped in attending to its work, that this section should be strengthened and there should be a whole-time Secretary for this Wing. The Commission has examined this matter and has made its recommendations in Chapter 3 in this regard.

Hospitality Organisation

47.17. The Hospitality Organisation at Delhi consists of an Assistant Engineer-cum-Reception Officer in the scale of pay of Rs. 600—40—1000 (this post is temporary) ; three Class III posts and a number of Class IV posts in different scales of pay.

47.18. The Hospitality Organisation within the State consists of one Superintendent of State Guest Houses in the scale of pay Rs. 250—20—350—25—500 with

a special pay of Rs. 30 per month, two Managers (Grade I) in the scale of pay of Rs. 250—15—310—20—470 with a special pay of Rs. 15 per month and three Managers (Grade II) in the scale of pay of Rs. 180—10—320; there are five Accountant-cum-I Division Clerks, seven II Division Clerks and a Typist. There are also a large number of Class IV Officials, *viz.*, Butlers, Drivers, Cleaners etc.

47.19. Expenditure on State Hospitality Organisation has been commented upon both by Mr. Gorwala and the Mysore Resources and Economy Committee. While Mr. Gorwala suggested the sale of Government cars kept at the Residency, closing down of Government Guest Houses and reduction in the scale of entertainments given by Ministers, the Resources and Economy Committee felt that some expenditure on the organisation was inevitable but suggested that it should be considerably reduced. It was stated that the net expenditure in 1960-61 was about 5 lakhs and the Committee suggested that the expenditure should be reduced to Rupees 2 lakhs. In view of its importance, the Hospitality Organisation at New Delhi may be necessary but the status of the Officer and the number of subordinates can be conveniently reduced. The utility of the Organisation in the State is not clear. Instead of incurring expenditure on Guest Houses, it may be possible for Government to have some arrangement with some reputed Hotels in Bangalore. As this Organisation entails considerable expenditure, it may be wound up as soon as possible and, in any case, after the 'Five Star Hotel' is commissioned, as accommodation and other facilities can be provided to the Government Guests in Hotels appropriate to their status.

47.20. After winding up the Hospitality Organisation in the State, it would not be necessary to maintain a fleet of cars. The vehicles under the control of the Organisation may be handed over to the Mysore State Road Transport Corporation on payment of book value. Government may engage vehicles for the use of their guests by taking them on hire from the Corporation at rates to be mutually agreed upon.

Library

47.21. There are two libraries in the Secretariat—one attached to the Law Department and the other to the General Administration Department. The General Library is intended for general reading and reference. The library in the Law Department is mainly for the use of the officers of that Department in connection with all legal matters. There is, in addition, a library for the use of the Legislative Department and the Legislature. The total budget provision for all these libraries is about Rs. 60,000.

47.22. The Librarian in charge of the General Library holds a Diploma in Library Science and is assisted by one Assistant, two Junior Assistants and two Class IV Officials. He is in the scale of pay of the Senior Assistant and gets a special pay of Rs. 20 per month.

47.23. The Librarian in charge of the Law Library is an Assistant who has undergone Certificate Training Course (shorter course) in Library Science and is

assisted by one Class IV official. He is in the scale of pay of an Assistant and draws a special pay of Rs. 15 per month.

47.24. The Librarian in the Legislature Secretariat is in the scale of pay of Rs. 250—20—350—25—500.

47.25 The Librarian attached to the Law Department has requested that his special pay might be raised to Rs. 50 in view of the arduous nature of the work entrusted to him, whereas the Librarian of the General Library has requested that his scale of pay might be raised to that of a Section Officer. As the duties performed by the Librarian are not on par with those of a Section Officer, there is no case for equating the scale of pay of the Librarian attached to the General Library to that of a Section Officer. He may, however, continue to draw the existing Special Pay. The special pay given to the Librarian attached to the Law Department may also be raised from Rs. 15 to Rs. 20 per month.

47.26. The Commission also went into the question whether the three Libraries could be merged into one. The books maintained in the Law Library and in the Legislature Secretariat Library are of a nature which are different from the books maintained in the General Library. Besides, they would be required for ready reference by the departmental officers very often. In case, these books are given to a common library, the officers of the Law Department and the Legislature Secretariat may not be able to get reference books in time and without delay. In these circumstances, the Commission is of the view that the three libraries may continue as separate entities.

47.27. The Commission also recommends that each Department may have a small departmental Library and each Officer may have a complete set of up-to-date Act and Rules pertaining to the work which he is handling.

47.28. The General Administration Department has requested the Commission to consider the feasibility of creating a post of Library Skilled Helper in the scale of pay of Rs. 70—2—90—3—110, as such a helper would be very useful in attending to indexing, issuing of books, etc. The General Administration Department has also suggested that this post might be filled by promotion of a Class IV official experienced in the Library work for a period of about 10 years. It is understood that in the General Library, there is a Class IV official who has been doing this type of work for a long time and that he is in the scale of pay of a Dalayat. The Commission considers that while it may not be necessary to create a post of a skilled helper in an isolated cadre on a slightly higher scale of pay than that of Dalayats, it would not be fair to expect an official in the category of Dalayats to attend to this relatively important and skilled work on his own pay and accordingly recommends that the official doing this work may be given a small special pay of Rs. 10 per mensem as this would adequately serve the purpose.

47.29. It was also suggested to the Commission that the General Library should be kept open an hour before and an hour after the office hours. The

Commission considers this to be a reasonable suggestion and accordingly recommends that this arrangement may be tried for a period of six months or one year instance and in case the library attracts a reasonably large number of readers both before and after office hours, this system may continue on a permanent basis.

Watch and Ward

47.30. The Watch and Ward staff comprises Class IV Officers working under the control of the General Administration Department (Executive). There is also a Police Outpost attached to the Vidhana Soudha and a Security Officer in the rank of Sub-Inspector of Police. The Commission was informed that the present Watch and Ward system was not very effective, as by and large Class IV Officers who were not found fit for work in the Sections or with officers were posted to this unit. The Commission considers that the Watch and Ward staff should be eventually replaced by appointing competent and smart ex-Servicemen or by taking on deputation competent and smart constables from the Police Department. Obviously the number of ex-Servicemen or Policemen required for this work would be less than the Watch and Ward staff employed for this work as with their training and background such ex-Servicemen or Policemen would be able to discharge their duties more effectively than the present Class IV Officers. They could be placed under the direct control of the Security Officer. The Class IV staff rendered surplus could be transferred to the Field Offices preferably to the home district of the employee concerned.

Community Bath Rooms

47.31. The Commission was informed that the condition of the Community Both Rooms in the Vidhana Soudha left much to be desired and that the present standard of maintenance might have to be improved. The Commission is of the view that a Health Inspector may be taken on deputation from the Department of Health and Family Planning Services to see that there are no complaints about the insanitary conditions of bath rooms in the Vidhana Soudha. Such an officer may be attached to the Executive Section of the General Administration Department.

Lunch Room Facilities

47.32. It was represented by some of the officials of the Secretariat Departments that proper lunch room facilities had not been provided in the Secretariat and that the small room at present provided was neither suitable nor sufficient for this purpose and that officials have, therefore, to take their lunch in their rooms or seek some place in the parks. It is true that only a small percentage of officials in the Vidhana Soudha might be requiring lunch room facilities as most of them go to hotels and restaurants for their lunch. Even so, it may be necessary to have one lunch room in every floor of the Vidhana Soudha building. In case this is not possible, some arrangement may be provided somewhere near the Secretariat building. Each lunch room should have a few tables and chairs or benches and water facilities. One watchmen may be entrusted with the duties to see that the lunch rooms are kept neat and clean and always in a hygienic condition and that

they are not misused. The cost involved in providing this facility may not be much, but the satisfaction derived by this arrangement will be of immense value and would adequately compensate the little cost involved in providing such facilities.

Law Cells and Finance Cells

47.33. Frequent references are made to the Law Department and the Finance Department even in relatively unimportant matters by several Departments of the Secretariat. Such references cannot, however, be avoided under the Rules of Business and in the larger interests of Government. In order to obviate such frequent references to these Departments and minimise delay in the disposal of such files, the Commission has suggested the constitution of 'Law Cells' and 'Finance Cells' in Chapter 3.

Education Department

47.34. It was represented before the Commission both by the Gazetted Officers' Association and the Secretary to Government, Education Department, that the work in the Education Department had considerably increased and it was therefore, necessary to create one more post of Joint Secretary or Deputy Secretary in the Department. The Chief Secretary to Government was of the view that the work in the Education Department had considerably increased and that an additional post of Deputy Secretary might have to be created. The Commission also considered the question whether by suitable delegation of powers to the Under Secretaries the work of the Deputy Secretary could not be reduced. This was, however, not found feasible. The Commission, therefore, agrees to the proposal that one post of Deputy Secretary may be created in the Education Department. This has been dealt with while discussing the revised set-up of all Departments of the Secretariat in Chapter 3.

Finance Department

47.35. The Finance Department has requested for the creation of additional posts in the Department on the ground that the work in the Budget Section has considerably increased and is continuing to increase. The recommendations of the Commission in this regard are made in Chapter 3.

47.36. As far as the Secretariat Service is concerned, it is necessary that a certain percentage of officers of the Indian Administrative Service/Mysore Administrative Service cadres are also drawn at the Deputy Secretaries' and Under Secretaries, levels in the larger interest of the public service. The existing system in this regard may continue.

47.37. Officers of the Subordinate Judiciary are also appointed in the Department of Law and Parliamentary Affairs as their experience and knowledge as Presiding Officers of Courts will be useful to Government. This system may also continue in the interest of efficiency. However, while selecting "outsiders", only competent officers may be taken to the Secretariat. It would be desirable for Government to select these officers in consultation with the High Court, after looking into the Confidential Reports of the Officers concerned if necessary. The

Commission is of the view that only Munsiffs who have put in not less than seven years of service may be selected for the posts of Under Secretaries.

Cadre and Recruitment Rules and Scales of Pay

Chief Secretary to Government :—(1)

47.38. The appointment to this post is made in accordance with the Indian Administrative Service Cadre Rules. Although no specific provision is made to this effect, the appointment is made by selection from the officers holding super-time scale posts in the Indian Administrative Service. The Mysore Secretariat Services Recruitment Rules, 1957, do not provide for the mode of recruitment to this post. The Commission considers that specific provision may be made in the Mysore Secretariat Service Recruitment Rules, 1957 to provide for appointment to the post of Chief Secretary.

Secretaries to Government :—(12)

47.39. Appointments to the posts of Secretaries are made in accordance with the Indian Administrative Service Cadre Rules. The Secretaries are in the senior time scale or the selection grade of the Indian Administrative Service. They get their pay in the time scale applicable to them and a special pay of Rs. 150 per month. This arrangement may continue in the case of Secretaries in the time scale/selection grade.

47.40. The Commissioner for Land Reforms is functioning as the *ex-officio* Secretary, Revenue Department and the Development Commissioner is concurrently functioning as the Secretary, Planning and Social Welfare Department. Both these Officers are in the supertime scale of the Indian Administrative Service. The Commission has made its recommendations in regard to the future set up of the Secretariat at the level of Secretaries and other officers in Chapter 3. In the revised set up as proposed some of the Secretaries will be in the supertime scale and the others in the time-scale/selection grade of the Indian Administrative Service. No special pay need be given to the Officers in the supertime scale.

Secretary to Government and Additional Secretary to Government,

Department of Law and Parliamentary Affairs :—(2)

47.41. Appointment to these posts is made from the cadre of District Judges. They draw the pay in the scale of pay applicable to them in the cadre of District Judges and a special pay of Rs. 150 per month. This arrangement may continue.

Joint Secretaries to Government :—(3)

47.42. At present, there are post of Joint Secretaries in the Public Works Department and the Department of Law and Parliamentary Affairs. In the Public Works Department the post is filled by the appointment of a Chief Engineer and it carries a special pay of Rs. 150 per month. It has already been indicated in Chapter 3 that the post of Joint Secretary, Public Works Department might be upgraded to that of Additional Secretary. The Chief Engineer appointed as the

Additional Secretary may be given a special pay of Rs. 150 per month in addition to the pay which he draws in the time-scale of pay admissible to him.

47.43. It has also been recommended in that Chapter that the Director of Agriculture might be appointed concurrently as Additional Secretary in the Agriculture and Forest Department. He may also be given a special pay of Rs. 150 per month so long as he functions as Additional Secretary.

47.44. In the Department of Law and Parliamentary Affairs, one post of Joint Secretary is filled by appointment of a District Judge and carries a special pay of Rs. 150 per month. This arrangement may continue. The other post of Joint Secretary is filled by promotion of the Deputy Draftsman and *ex-officio* Deputy Secretary and is in the scale of pay of Rs. 1,100—50—1,200—60—1,800; this post also carries a special pay Rs. 150 per month. He is entrusted with the duties relating to drafting of legislation and subordinate legislation. The scale of pay for this post when held by an Officer of the Secretariat Service may be revised as Rs. 1,300—60—1,600—50—1,800 but no special pay need be given to him. If this post is held by a District Judge, the Officer concerned may draw his pay in the scale applicable to him and he may be given a special pay of Rs. 150 per month.

47.45. There are no posts of Joint Secretaries in other Departments in the Secretariat. The work study has, however, disclosed that in certain departments there is very heavy work necessitating relief to the Secretary of such Departments. This has been discussed separately in Chapter 3. Having regard to the duties and responsibilities of this post, the Commission considers that the scale of pay for these posts, when created may be the same as that for the Joint Secretary, Department of Law and Parliamentary Affairs when filled by a Secretariat Service Officer. When this post is filled by taking an Officer from other Departments such Officer might opt either to this scale or retain the scale applicable to him in the parent Department; he may be given special pay of Rs. 150 per month in the latter event.

47.46. The Commission has taken note of the fact that the Secretariat Officers have promotional chances to the extent of 75 per cent of the vacancies in the cadre of Under Secretaries and 50 per cent in the cadre of Deputy Secretaries and is of the view that a small proportion in the new cadre of Joint Secretaries is also necessary. The Commission accordingly recommends that the posts of Joint Secretaries and when created, other than those in the Department of Law and Parliamentary Affairs and the Public Works and Electricity Department may be filled to the extent of —

- (i) 25 per cent by promotion from the cadre of Deputy Secretaries on the basis of selection; and
- (ii) 75 per cent by appointment of Officers in the senior time scale of pay of the Indian Administrative Service or the Mysore Administrative Service.

The Rules for Recruitment to these posts may be framed accordingly.

Deputy Secretaries to Government: (29) 1 (Rs. 600—40—1,000)
 2 (Rs. 900—40—1,100—50—1,300)
 3 (IAS Scale—Senior) } + special pay of Rs. 100.P.M.

47.47. 50 per cent of these posts are filled by promotion by selection of Under Secretaries who have put in a minimum service of three years as Under Secretaries. Six posts are encadred in the senior time-scale of the Indian Administrative Service and the remaining posts are filled by transfer of officers from the senior scale of the Mysore Administrative Service. The present modes of recruitment may continue. The Officers of these Services draw pay in the scales of pay applicable to them in their own services, viz., Rs. 900—1,800 and Rs. 900—1,300, respectively. The Commission considers that having regard to the duties and responsibilities of the Deputy Secretaries, the scale of pay for these posts when held by officers of the Secretariat Service may be revised as Rs. 900—40—1,100—50—1,300. Officers of the Indian Administrative Service and the Mysore Administrative Service may, however, draw their pay in the scales of pay admissible to them and be given in addition a special pay of Rs. 100 per month. Officers of other Departments posted as Deputy Secretaries may be given the option of coming over under the Secretariat scales of pay as fixed for the Deputy Secretaries of the Secretariat service or to retain the scales of pay applicable to them in their parent departments and if they opt for the latter, they may be given special pay of Rs. 100 per month in addition to their pay in the scale of pay as applicable to them in the parent department.

4748. Two posts of Deputy Secretaries in the Public Works Department are filled by taking on deputation officers holding the rank of Executive Engineers from the Public Works Department. They may continue.

47-49. The following are the special posts held as *ex-officio* posts of Deputy Secretaries :—

- (1) Deputy Draftsman and *ex-officio* Deputy Secretary, Department of Law and Parliamentary Affairs, filled by promotion of Assistant Draftsman and *ex-officio* Under Secretary, Department of Law and Parliamentary Affairs—Scale of pay Rs. 600—1,000 ;
- (2) Solicitor and *ex-officio* Deputy Secretary and Additional Solicitor and *ex-officio* Deputy Secretary in the Department of Law and Parliamentary Affairs filled either by taking on deputation an Officer of the Judicial Service holding the post of Subordinate (Civil) Judge or any post superior to that or by promotion of Assistant Solicitor and *ex-officio* Under Secretary, Department of Law and Parliamentary Affairs ;
- (3) Gold Control Officer and *ex-officio* Deputy Secretary, Finance Department, held at present by the Director of Treasuries ;
- (4) Budget Officer and *ex-officio* Deputy Secretary, Finance Department, in the scale of pay of Rs. 800—40—1,000—50—1,200 plus special pay of Rs. 100 per month ;

- (5) Special Officer and *ex-officio* Deputy Secretary, Finance Department, held by an Officer of the rank of Assistant Accountant General in his scale of pay with a special pay of Rs. 100 per month.

47.50. The Budget Officer and *ex-officio* Deputy Secretary, Finance Department is in a scale of pay which is higher than that of a Deputy Secretary but lower than that of a Joint Secretary. Having regard to the complicated nature of the work of the Officer and the position he occupies in the set up of the Finance Department, the Commission recommends that the post of Budget Officer may be upgraded to that of a Joint Secretary. The scale of pay for the existing incumbent may be revised as Rs. 1,100—50—1,300—60—1,600 as long as he continues in the present post. The special pay which he is now drawing may, however, be discontinued as in the case of the other Officers of the Secretariat Service. As regards the other *ex-officio* posts, the present mode of recruitment may continue; the officers holding these posts may carry their scales of pay in the parent departments and get a special pay of Rs. 100 per month.

Under Secretaries to Government : (72)—(Rs. 350—25—650—30—800) plus special pay of Rs. 75 per month.

47.51. According to the Rules of Recruitment, appointment to these posts is made upto 75% of the vacancies by promotion from the cadre of Section Officers who have put in 5 years of service or so on the basis of seniority-cum-merit and the remaining vacancies by transfer of Class I (Junior Scale) Officers from the non-Secretariat Departments on tenure basis for a period of not more than three years. It was represented to the Commission that these posts might be filled exclusively by promotion of persons from the cadre of Section Officers as the Under Secretaries were the Junior-most Officers empowered to take action by order and in the name of the Governor'. As these Officers were responsible for suggesting courses of action, it was stated that experience in Secretariat might have to be the only criterion for appointment to these posts. It was also urged that the promotional opportunities of Secretariat Officers which were meagre should not be affected adversely. The Commission having carefully examined all aspects of the matter is of the view that while promotional opportunities may be afforded to the Officers of the Secretariat in this cadre, it may also to be a training ground for the Officers of the Mysore Administrative Service and of the other Departments like the Public Works Department in the working of the Governmental Organisation at the Headquarters which the Commission feels is essential in a democratic set up. In this view, the Commission agrees with the view expressed by the Mysore Resources and Economy Committee that an interchange of the Secretariat and field staff is desirable. There is no rule providing for appointment of Under Secretaries in charge of equivalent posts in the non-Secretariat Departments excepting for the system of field training. The Commission considers that an Under Secretary should be placed in charge of a field office like say, a Revenue Sub-Division, for the same tenure as a non-Secretariat Officer is transferred and posted as Under Secretary. Such an arrangement would be advantageous to both the individual and the administration. The interchange of officers should be an deputation basis

and without prejudice to the promotional prospects of the Officers in the Secretariat. Appropriate amendments may be made to the relevant Cadre and Recruitment Rules relating to non-Secretariat Departments.

47.52. At present, the scales of pay for the post of Under Secretary to Government and the junior scale in Mysore Administrative Service (Class I) are identical except that the former carries a special pay of Rs. 75 per month. The scale of pay for the officers in the Secretariat service appointed as Under Secretaries may be fixed as Rs. 450—30—660—EB—40—900 taking into consideration the duties and responsibilities attached to these posts. No special pay need be given to them. Officers of other departments posted as Under Secretaries may be given the option of either coming under the Secretariat scales of pay or retaining the scale of pay applicable to them in their parent Departments and if they opt for the latter, they may be given a special pay of Rs. 75 per month.

47.53. One post of Under Secretary in the Public Works Department is filled by taking on deputation an Assistant Engineer from the Public Works Department. This post may be retained.

47.54 The following are the special posts held as *ex-officio* posts of Under Secretaries :—

- (1) Special Officer (Pensions), Finance Department; this post is not filled at present but orders have been issued posting an officer as the Special Officer;
- (2) Assistant Draftsmen and *ex-officio* Under Secretaries, Department of Law and Parliamentary Affairs (two posts) filled by transfer from the cadre of Munsiffs; and one post filled by promotion by selection of Section Officers; सत्यमेव जयते
- (3) Assistant Solicitor and *ex-officio* Under Secretary to Government, Department of Law and Parliamentary Affairs (two posts) filled by transfer from the cadre of Munsiffs.

47.55 The existing arrangements and designations may continue.
Section Officers: (142)—(Rs. 250—20—350—25—500)

47.56 The existing scale of pay for these posts corresponds to the scale of pay of Class II Officers of the Mysore Administrative Service. This includes the two posts of Section Officers in the drafting sections of the Department of Law and Parliamentary Affairs. According to the Rules of Recruitment the Section Officers (other than those in the drafting section) are appointed by promotion from the cadre of Senior Assistants on the basis of seniority-*cum*-merit. This mode of recruitment may continue. The Section Officers constitute an important link between the Under Secretary and the Case Worker and are responsible for maintaining discipline in the sections and ensuring prompt disposal of work at clerical level. They are also responsible for training the Assistants in the working of the Secretariat and they are required themselves personally to handle complicated cases entrusted to them. The posts of Section Officers were formerly designated

as Superintendents and were in the non-gazetted cadre ; they were upgraded to Class II Gazetted Cadre without any change in the scales of pay. It was proposed that a special pay of Rs. 35 might be sanctioned to Section Officers. The Commission considers that the additional duties of Section Officers are not enough to justify grant of special pay. Having regard to the duties and responsibilities of Section Officers and on the general principles relating to higher scales of pay at Secretariat level, the Commission considers that the scale of pay for these posts may be revised as Rs. 275—20—375—EB—25—525. The Commission also considers that the gazetted status of these posts may continue.

47.57. There are two posts of Section Officers in the Drafting Sections of the Department of Law and Parliamentary Affairs, for which separate Rules of Recruitment have been made providing for (i) promotion of Drafting Assistants, (ii) transfer of Section Officers who hold a Degree in Law and are conversant with practice and procedures of Legislature ; have good knowledge of Constitutional Law and are able to draft Bills and Statutory Drafts, and (3) direct recruitment of persons holding a Degree in Law preferably a Master's Degree in Law and have experience of drafting Bills etc. At present, it appears, no direct recruitment has been made to these posts. The work relating to drafting of legislation is of a highly technical nature and long experience in this kind of work is required to ensure the required standard of efficiency. The Commission considers that the post may be filled by promotion of Drafting Assistants subject to the condition that they have put in a service of not less than 5 years as Drafting Assistants. The Commission also considers that this and the transfer of Section Officers of the Secretariat who possess the required qualifications are adequate to meet all contingencies, and that recourse to direct recruitment to these posts as provided for at present should be had only if suitable candidates for promotion are not available. The Recruitment Rules may be suitably amended. The scale of pay for the posts of Section Officers (Drafting) may be the same as for other Section Officers in the Secretariat. The Gazetted status of these posts may also continue.

Senior Assistants : (149)—(Rs. 200—10—280—15—355—20—415)

47.58. The cadre was created for the first time in the Secretariat in the year 1964 for creating a class of experienced Assistants who would work under the principle of 'level-jumping' thus quickening the pace of disposal of work and affording relief to the Section Officers and to a certain extent providing promotional opportunities in lower non-gazetted cadres. According to the Rules of Recruitment, these posts are filled (i) by promotion on the basis of seniority-*cum*-merit of Assistants who have put in service as Assistants for not less than five years and (ii) by transfer in every seventh vacancy of a Selection Grade Stenographers, subject in both cases to their having passed the prescribed departmental examinations. The scale of pay for the post of Selection Grade Stenographer is identical with that of the post of Senior Assistant. The Commission considers that the cadre of Senior Assistants is necessary to create a permanent staff of

quality which would in due course contribute to a substantial proportion of qualified candidates for supervisory posts in higher cadres. The Commission recommends that the present modes of appointment to this cadre and the provision for transfer of Selection Grade Stenographers may continue.

Drafting Assistants : (6) — (Rs. 200—10—280—15—355—20—415)

47.59. These posts have been created recently to ensure a permanent cadre of Officers in the Drafting Section of the Department of Law and Parliamentary Affairs. Appointment to these posts is made (i) by promotion by selection from the cadre of Assistants of persons who possess a Degree in Law and are able to draft Bills, Statutory Rules, Notifications, and (ii) by direct recruitment of persons who hold a Degree in Law, preference being given to candidates who have passed in I Class in the Degree Examination in Law or possess a Degree of Master of Laws. The methods of recruitment are reasonable and may continue. For the present, only three posts have been filled by selection of Assistants. If the workload in the Section does not justify filling of the other three posts, they may be abolished. Since Drafting Assistants have to seek promotion in the Drafting Section of the Department of Law and Parliamentary Affairs and since the Commission has recommended that the Drafting Assistants should have put in a minimum service of 5 years in that cadre for being considered for promotion as Section Officers, (Drafting) the Commission considers that the revised scale of pay for the posts of Drafting Assistants and for the Senior Assistants may be the same and may be revised as Rs. 225—10—305—15—350—EB—20—450.

Council Assistant : (1) — (Rs. 220—15—310—20—470)

Cipher Assistant : (1) — (Rs. 130—5—150—8—190—10—270)

47.60 The duties of the Cipher Assistant are in the nature of encoding and decoding of Cipher messages and are of top-secret nature. The Council Assistant has been entrusted with this work in addition to his own duties as Council Assistant. It has been suggested that the post of Cipher Assistant might be upgraded to the post of Section Officer in the scale of pay of Rs. 250—20—350—25—500 and the present incumbent continued against this post. In view of the fact that the duties pertaining to the Cipher Assistant and Council Assistant are being discharged by one official there is no need to have the post of Cipher Assistant. The duties attached to the post of Cipher Assistant could as well be combined with the duties performed by the Council Assistant. The post of Cipher Assistant may, therefore, be abolished and the post of Council Assistant may be upgraded to that of Section Officer and included in the cadre of Section Officers.

47.61. The present incumbent was in the cadre of I Grade Stenographers in the scale of pay of Rs. 130—5—150—8—190—10—270. He has been recently promoted as a Selection Grade Stenographer in the scale of pay of Rs. 200—10—280—15—355—20—415 and transferred to the cadre of Senior Assistants on the same scale of pay. He may be permitted to continue in the revised scale of pay of Senior Assistant, viz., Rs. 225—10—305—15—350—EB—20—450 as long as he continues as Cipher-cum-Council Assistant. He may also be permitted to draw the special pay of Rs. 65 which he has been drawing at present. In future,

persons holding the posts of Section Officers may be trained in Cipher work and the post filled by transferring one such officer. He may be given a special pay of Rs. 50 per month in addition to the grade pay. The Rules of Recruitment may be modified suitably.

Personal Assistant to the Chief Secretary : (1) —(Rs. 250—20—350—25—500).

47.62. Normally, this post is filled on tenure basis by appointment of a Stenographer according to the choice of the Chief Secretary for the time being. It appears, however, that the present incumbent was first taken on deputation from the Department of Industries and Commerce and later on confirmed in the post of Personal Assistant to the Chief Secretary. It has been brought to the notice of the Commission that in order to avoid hardship to the individual, the post had been upgraded to Class II Gazetted cadre in the scale of pay of Rs. 250—500. This is an isolated cadre and the incumbent has, of course, no chances of promotion in the regular line in the Secretariat. Had he retained his lien on his post in the parent department and continued on deputation in the Secretariat, he would have had his regular promotional opportunities in his parent department. He has represented that he might be given a higher scale of pay than at present as he had no chances of promotion and had nearly reached the maximum in the scale of pay applicable to him. The Commission is satisfied that the duties of the post do not warrant the appointment of an official of a status higher than that of a Selection Grade Stenographer. The scale of pay for the post of Personal Assistant to the Chief Secretary may be the same as that for other Selection Grade Stenographers. The case of the present incumbent seems to be a very peculiar one and, in the circumstances, the Commission considers that the utmost that could be done in his case would be to provide a suitable scale of pay applicable to him personally and accordingly recommends that the scale of pay of Rs. 275—20—375—EB—25—525 may be given to him, so long as he continues in this post.

Lift Attenders : (8)—(Rs. 70—2—80—3—110.

(2)—(Rs. 100—4—140 (Selection Grade).

47.63. No Rules of Recruitment for the posts of Lift Attenders have been framed. Appointment to these posts appear to have been made on an *ad-hoc* basis. Appointment to the post of Selection Grade Lift Attenders is made by promotion of the Lift Attenders. The Commission considers that recruitment to the cadre of Lift Attenders may be made by selection of Class IV Officers who have at least passed the VIII Standard examination and are found to be courteous and well behaved. The Lift Attenders have represented to the Commission that their scale of pay might be enhanced on the ground that some of them had reached the maximum and were stagnating and the nature of their work was arduous. The reason that the work is arduous is not convincing. It may at the most be monotonous. There is a Lift Mechanic to attend to the repairs, etc., and the work of Lift Attenders is thus reduced to merely operating the lifts. However, having regard to the continuous nature of their work and the monotony involved in it, a higher scale different from the other Class IV servants may be justified. The scales of

pay for these posts may be revised as, time-scale Rs. 85—2—95—3—125—EB—4—145 — Selection Grade Rs. 130—5—170—6—200—EB—10—240.

Typewriter Mechanic: (1) (Rs. 100—5—150—6—180—10—200)

47.64. The Typewriter Mechanic is entrusted with the work of repairs of all typewriters in the Vidhana Soudha and offices of the State Government within the City of Bangalore. The present incumbent of the post has already reached the maximum of the scale. It appears, in view of the repairs having been managed by this departmental agency, a substantial saving of money which would otherwise have to be paid to private firms for carrying out repairs is saved. The present incumbent represented to the Commission that he was formerly a typist and chose to undertake the work of a Typewriter Mechanic in 1951 in view of the better scale of pay which the post carried at that time. He has further stated that he had reached the maximum of the scale of pay for the post of Mechanic and that had he continued as a Typist, he would have had an opportunity to seek promotion as a Stenographer, and as such he might be given the scale of pay of Rs. 250—500. The Commission, after taking all aspects of the matter into consideration, is satisfied that the duties of this post do not justify the enhancement of the scale to the extent requested for. The reason that he is stagnating is a personal one. As he was a typist, it may be open to Government to give him the chance to seek promotion, if any, on the basis of his seniority as typist after restoring his lien on the post of a typist. The Commission is of the view that there may have to be a regular programme of work for these Mechanics to ensure proper maintenance of the typewriters. Having regard to the fact that this is an isolated cadre and there are no chances of promotion to higher posts, the scale of pay for this post may be revised as Rs. 130—5—170—6—200—EB—10—240.

47.65. There are no Rules of Recruitment for this post. It appears that in the past, 'typewriter mechanism' was a compulsory subject for examinations in typewriting. At present, however, this has been removed from the syllabus. It may, therefore, not be possible for typists to have any knowledge of mechanism, and it may, consequently, be necessary to train some typists in the mechanism of typewriters. The Commission considers that one or two typists may be required to work as under studies under the Typewriter Mechanic and also assist him in the repair work. In due course, such typists may either be permitted to retain their lien in the cadre of typists or seek promotion to the post of typewriter mechanic.

Assistant Typewriter Mechanic: (1) Rs. 70—2—80—3—110)

47.66. Appointment to this post appears to have been made by direct Recruitment on an *ad hoc* basis. There are no Rules of Recruitment. The Commission has suggested the appointment of typists as under-studies to the typewriter mechanic. The scale of pay and special pay for the post of Assistant Typewriter Mechanic may, therefore, be the same as for the Typists.

47.67. Necessary amendments may be made to the relevant Cadre and Recruitment Rules in the light of these recommendations.

47.68. The existing incumbent has recently passed the S. S. L. C. examination (it is understood) and the Senior Typewriting examination with Typewriter Mechanism as one of the subjects. He may also be given the same scale of pay and special pay as Typists, *viz.*, Rs. 95—3—125—4—145—EB—5—200 and special pay of Rs. 10 per month.

Clock Mechanic : (1) (Rs. 100—5—150—6—180—10—200)

47.69. He attends to the maintenance of clocks in the Vidhana Soudha, the offices in Bangalore City and the residences of Ministers. The Clock Mechanic has represented that his work is arduous and that his scale of pay might be revised suitably. He is also in receipt of a Conveyance Allowance of Rs. 10 per month. The General Administration Department in forwarding his request for enhancement of the scale of pay has recommended that in view of the arduous nature of the work, the scale of pay might be raised to Rs. 200—400. It is not clear how Government did not in the past consider this if the arduous nature of work is such as to justify enhancement of scale of pay to this extent. The General Administration Department has also recommended that the Conveyance Allowance of Rs. 10 sanctioned to the Clock Mechanic might be enhanced to Rs. 35 per month to enable him to maintain a scooter. The Commission is satisfied that it would be adequate if the scale of pay for this post, after taking into consideration all the duties and responsibilities of the post including the need for occasionally attending to clocks outside the Vidhana Soudha, is revised as Rs. 130—5—170—6—200—EB—10—240.

47.70. The Commission recommends that the Conveyance Allowance may be abolished as the scale of pay has been fixed after taking into consideration the duties for performing which such conveyance allowance was given.

47.71. Appointment to this post appears to have been made on an *ad-hoc* basis by direct recruitment. The present incumbent has been trained in the work of maintaining and charging batteries connected to electric clocks, at Messrs. Amco Batteries. Rules may be framed for future appointment to this post providing for direct recruitment of a candidate who has passed the S.S.L.C. Examination and for imparting necessary training to him on appointment at the cost of Government.

Lift Mechanic : (1) (Rs. 100—5—150).

47.72. The duties of the Lift Mechanic are mainly confined to the repairs of lifts whenever they go out of order. This is also an isolated post. His scale of pay may be slightly higher than that of Lift Attenders and may be revised as Rs. 130—5—170—6—200—EB—10—240.

47.73. No Rules of Recruitment to this post have been made. The present incumbent appears to have been appointed having regard to his experience. In the Public Works Department, there are the posts of Lift Mechanics-*cum*-Attenders in the scale of pay of Rs. 80—3—110. The Commission has suggested that the Lift Mechanics-*cum*-Attenders should be appointed by direct recruitment of

persons who have at least passed the Standard VIII examination and have experience in lift mechanism for a period of not less than two years. The scale of pay for the posts in the Public Works Department is, however, lower than that for the Lift Mechanic in the Secretariat. The Commission considers that in future, this work of attending to the repairs of lift may be entrusted to the Public Works Department and the post in the Secretariat abolished after the present incumbent ceases to be in service.

Revenue Inspector, General Administration Department: (1) (Rs. 110—5—150—6—180—10—220).

47.74. He is on deputation from the Revenue Department. His work relates to verifying the correctness of statements furnished by officials regarding construction of houses etc., to enable them to draw instalments of advances. He also ensures that officials furnish the required security like mortgage deeds etc. This post may be necessary and may be continued. The mode of appointment by deputation may also continue. The scale of pay for the post may be the same as the scale of pay recommended for the corresponding posts in the Revenue Department.

Telephone Operators: (4) (Rs. 100—5—150—6—180).

47.75. One of these posts is filled by appointment of a Local Candidate and three by deputation from the Public Works Department. No rules of recruitment have been framed for filling these posts so far. It also appears that efforts to secure operators from the Telephone Department of the Government of India have not proved fruitful. It is, however, possible to get batches of Junior Assistants trained in the job in consultation with the Telephones Department. Such Junior Assistants may, however, continue to be borne on the cadre of Junior Assistants. The cadre of Telephone Operators may be abolished. The three Operators taken on deputation from the Public Works Department may eventually be repatriated to that Department and replaced by trained Junior Assistants. The services of the local candidate may be regularised in the cadre of Junior Assistants, if necessary. In these circumstances, the Commission does not propose to recommend revised scales of pay for Telephone Operators.

47.76. *Common categories of posts*:

<i>Assistants</i>	....	(387) (Rs. 130—5—150—8—190—10—270)
<i>Junior Assistants</i>	...	(317) (Rs. 80—3—110—4—130—5—150)
<i>Selection Grade Stenographers</i>	(10)	(Rs. 200—10—280—15—355—20—415)
<i>Stenographers</i>	....	(201) (Rs. 130—5—150—8—190—10—270)
<i>Typists</i>	....	(169) (Rs. 80—3—110—4—130—5—150)
<i>Class IV Officials</i>	....	(764) (i) (Rs. 55—1—65)
		(ii) (Rs. 50—1—60)

The scales of pay for these common categories of posts have been discussed in Chapter 4. Certain points which are peculiar to the Secretariat Departments in relation to some of these posts and which have not been discussed in the General Chapter have been discussed below.

47.77. In the Secretariat, recruitment to the posts of Junior Assistants and Assistants, Typists and Stenographers is made by direct recruitment based on the results of the competitive examination held by the Public Service Commission in accordance with the rules made by the Governor in this behalf. The qualifications prescribed for appointment to these posts in the Secretariat are similar to those of the corresponding posts in the field departments, *i.e.*, in the case of Assistants, the candidates should possess a degree of a recognized University and in the case of Junior Assistants, Typists and Stenographers the candidates should have passed the S. S. L. C. Examination and in the case of Typists and Stenographers, the candidates should have obtained additional qualification of senior typewriting and senior shorthand and senior typewriting respectively. The Secretariat is largely concerned with policy making, its work being by and large deliberative, involving consideration of all proposals from the administrative, legal and financial points of view. The Secretariat has to assist the Ministers in regard to their work in the Legislature. Apart from this, there is more of secret and confidential work in the Secretariat than in other offices and this naturally requires staff with high standards of rectitude and reliability. Recruitment to various posts in the Secretariat has, consequently to be very selective, competitive and from as wide a field as possible. That would ensure building up in the Secretariat a permanent staff which would contribute a substantial proportion of qualified candidates for supervisory and higher grade of Secretariat Officers. In this view, the Commission considers that direct recruitment to various posts in the Secretariat may be made only from among the candidates securing higher ranks in the selection made for such posts on the lines indicated in Chapter 8. As a common selection is made for similar posts both in the Secretariat and in the field offices, the Commission recommends that option may be given to candidates securing the higher ranks to enter either the Secretariat or other offices. This will ensure availability of more and more suitable candidates in the Secretariat Services.

Selection Grade Stenographers : (10) (Rs. 200—10—280—15—355—20—415).

47.78. There are ten posts of Selection Grade Stenographers in the scale of pay of Rs. 200—10—280—15—355—20—415 which is indential with that for the Senior Assistants. According to the Rules of Recruitment, appointments to these posts are made by promotion from the cadre of stenographers who have put in five years of service as stenographers on the basis of seniority-*cum*-merit. The present mode of recruitment may continue. The cadre appears to have been created for ensuring services of stenographers at meetings, conferences, etc. No proper training seems to have been given to stenographers to achieve the objective. The cadre also provides opportunities for stenographers, although the number of such posts is very small. There are, of course, opportunities for the Selection Grade Stenographers to come into the general ministerial cadre and to get further promotions in this cadre.

47.79. The Stenographers' Association has represented that promotional opportunities available to the stenographers might be improved as the existing chances for promotion are negligible. It appears that formerly the stenographers

were promoted as Superintendents in the ratio of 1:5 (that is, against every six vacancies, five were given to Assistants and one to stenographers). Consequent on the creation of the cadre of Senior Assistants, the chances of promotion for stenographers have been reduced. They are being transferred as Senior Assistants in the proportion of 1:6 (that is, for every seven vacancies of Senior Assistants, six are provided to Assistants and the seventh to a stenographer) and they will have to earn their promotion as Section Officers according to their seniority, in the cadre of Senior Assistants. They have represented that the present arrangement has had reduced their promotional chances considerably.

47.80. On the other hand, there are representations from the Secretariat Association and other Assistants that in providing chances for stenographers to come to the ministerial line, their chances of promotion have been proportionately curtailed; the stenographers were not suitably qualified to do the work of Assistants or Senior Assistants; they might not be brought into the ministerial cadre but provided with chances of promotion in their own line; the nature of work done by the Assistants and Stenographers was entirely different and therefore the Stenographers might not be placed on the same footing as Assistants. There is no doubt that Stenographers should gain some experience as Assistants or in any other suitable capacity before they are considered for promotion to higher posts, but it would not be correct to deny them the promotional chances which are existing at present. 'The Assistants' contention that their promotional opportunities are curtailed by giving a small chance for Selection Grade Stenographers to become Senior Assistants is not reasonable. On the other hand, the Stenographers had formerly more chances for promotion as Superintendents (now, Section Officers).

47.81. In these circumstances, the Commission considers that the present arrangements for the transfer of Stenographers to the ministerial cadre, having regard to their qualifications, method of recruitment and experience, needs no change.

47.82. It was represented that some of the Selection Grade Stenographers did not acquire sufficient proficiency in stenography so as to be able to attend to the Reporting work adequately when they were drafted for doing Reporting work at conferences and meetings and that they should be replaced by regular 'Reporters'. As matters now stand, Stenographers are promoted to the Selection Grade if they are fairly efficient as Stenographers. The Commission is, therefore, of the view that the cadre of Selection Grade Stenographers as now constituted may continue, but such of the Stenographers who have passed proficiency test and are not in the Selection Grade may be paid Rs. 10 per day as allowance if indented upon for Reporting work at the conferences and meetings.

47.83. The existing proportion between the Assistants and Selection Grade Stenographers for becoming Senior Assistants may continue.

Stenographers : (210) (Rs. 130—5—150—8—190—10—270)

47.84. Such of the Stenographers as are attached to the Personal Establishments of Ministers, Ministers of State and Deputy Ministers, get an additional

special pay of Rs. 30 p. m. and those attached to the Personal Establishments of Secretaries to Government get an additional special pay of Rs. 25 p. m. Recruitment to these posts is made by selection of candidates who have passed the S.S.L.C. or equivalent examination and have passed the senior typewriting and senior shorthand examination of a recognised Institute, through competitive examination held in accordance with the Mysore State Civil Services (Recruitment to the Posts of Stenographers, Junior Stenographers and Typists) Rules, 1966. No separate examination is held for recruitment of Stenographers for Secretariat Services. The principles indicated in respect of recruitment to other equivalent posts may be adopted in respect of recruitment to the posts of Stenographers and the system of conducting examinations for the selection of candidates for appointment to these posts may be given up.

47.85. 30 per cent of the posts in the cadre of Stenographers are filled by promotion of Typists who have put in at least one year's service and have passed the senior shorthand and senior typewriting examinations. The Commission considers that as in the case of promotion to the cadre of Assistants, 50 per cent of the vacancies in the cadre of Stenographers may be filled by promotion of Typists satisfying these conditions. Necessary amendments may be made to the Rules of Recruitment in the light of this recommendation.

Transfers of Officers in the Secretariat

47.86. The Cadre and Recruitment Rules provide for transfer of Officers of the Mysore Administrative Service Class I to the Secretariat for appointment as Under Secretaries and Deputy Secretaries. There is, however, no provision for the transfer of Under Secretaries against posts held by Officers of the Mysore Administrative Service. The Commission considers that it would be conducive to improvement of general efficiency of Officers if the policy of transferring persons holding certain posts is rationalised. The Commission accordingly makes the following recommendations in this behalf:—

(i) Class III Officers of the Secretariat of and below the rank of Senior Assistants may be retained in the Department which they join until they are promoted to the cadre of Section Officers, but they may be transferred from one section to another within the same Department after a period of three years ;

(ii) On promotion as a Section Officer, the Officer concerned may be transferred from the Department in which he was working as a non-gazetted officer and posted to another Department in which the work is more or less of the same nature as in the Department in which he was formerly working. He may be retained in that Department until he is promoted as an Under Secretary but he may be transferred from one section to another after putting in three years of service in any one section. When an officer is promoted as an Under Secretary he may be transferred to yet another Department in which he may be retained for at least three years ; the maximum period for which Officers of this category may be retained in one Department should not exceed five years. An Under Secretary may, thereafter, be posted to any Department.

(iii) Under Secretaries who belong to the cadre of Secretariat Officers may be deputed to Field Offices to the same extent to which officers of Class I Mysore Administrative Service (Junior Scale) are transferred to the Secretariat for being appointed as Under Secretaries. It is necessary, however, that the Under Secretaries deputed to the Field Service are placed in charge of a sub-division as far as possible. The period of deputation of Under Secretaries to the Field Offices may be three years. Necessary provision in this behalf may be made in the relevant Rules of Recruitment.

Governor's Secretariat :

47.87. The Governor's Secretariat was shifted from Mysore to Bangalore in 1964 after His Highness the Maharaja of Mysore ceased to hold the office of the Governor. The posts of officers and servants for the establishment of the Governor's Secretariat were sanctioned in Government Order No. GAD 30 PRF 64, dated the 18th July, 1964. No Rules of Recruitment to the various posts appear to have been framed.

47.88. The Secretary to the Governor is an officer in the senior time-scale of the Indian Administrative Service. There are two A. D. Cs. in the scale of pay of Rs. 600—40—1,000 (personal to the incumbents). These posts are filled by taking on deputation officers of the Defence Services. The other staff with their scales of pay are indicated below:—

- | | |
|---------------------------------------|---|
| 1 Under Secretaries | (2) (Rs. 350—25—650—30—800 + special pay of Rs. 75) |
| 2 Section Officers | (2) (Rs. 250—20—350—25—500 + special pay of Rs. 35) |
| 3 Personal Assistant to the Governor | (1) (Rs. 250—20—350—25—500 non-gazetted—held by a Stenographer of the Mysore Government Secretariat) |
| 4 Surgeon | (1) (Rs. 300—25—550—30—700) (By deputation from the Department of Health and Family Planning Services). |
| 5 House Superintendent | (1) (Rs. 200—10—280—15—400 contract appointment) |
| 6 Assistant Director of Horticulture. | (1) (Rs. 275—20—375—25—600 + special pay of Rs. 35 on deputation from the Department of Horticulture) |
| 7 Private Secretary to Governor | (1) (Rs. 900—50—1,250) Personal |
| 8 Public Relations Officer | (1) (Rs. 500 fixed on contract) |
| 9 Honorary Surgeon | (1) (Rs. 200 p.m. honorarium) |

47.89. The following posts are filled by appointment of officers holding corresponding posts in the Secretariat:—

1. Under Secretaries
2. Section Officers
3. Senior Assistants
4. Assistants
5. Junior Assistants
6. Stenographers

However, these posts do not appear to have been included in the strength of the corresponding cadres in the Secretariat. The Commission considers that the cadre strength of the Secretariat in these cadres should be increased correspondingly and appointments to the Governor's Secretariat made from these cadres. The scales of pay for these posts may be identical with the scales of pay prescribed for the corresponding posts in the Secretariat.

47.90. Besides, there is a large number of staff both in Class III and Class IV categories. It is understood that most of the Class IV officials are recruited from the open market and the Class III officials have been taken on deputation from various Departments including the Secretariat. As these posts are common to most of the Departments, their scales of pay may be the same as for corresponding posts in other Departments. There is one post of Head Driver in the scale of pay of Rs. 80—150. There is no post in the Secretariat which corresponds to the post of the Head Driver on the establishment of the Governor. His scale of pay may be revised as Rs. 95—3—125—4—145—EB—5—200.

47.91. The post of Personal Assistant to the Governor is filled by appointment of a Stenographer from the Secretariat and has been given a higher scale of pay of Rs. 250—20—350—25—500 (non-gazetted). The scale of pay for this post may be revised as Rs. 275—20—375—EB—25—525.

45.92. The posts of the Accountant and the Cashier have been filled by appointment on contract and two Junior Assistants have been taken on deputation from the State Accounts Department and the Mysore Government Insurance Department respectively. The Commission considers that the duties of the Accountant and Cashier can as well be performed by persons holding posts of Assistants in the Secretariat. The Commission accordingly recommends that after the expiry of the period of contract, the posts of the Accountant and the Cashier may be filled by transfer of persons holding the posts of Assistants in the Secretariat. Similarly, the post of House Superintendent (now filled by contract) may, after the expiry of the period of contract, be filled by transfer of an officer of appropriate cadre from the Secretariat Service. Further, for the sake of uniformity, the two posts of Junior Assistants may also be filled by transfer of persons holding the posts of Junior Assistants in the Secretariat. The scales of pay for these posts may be the same as for corresponding posts in the Secretariat.

47.93. The following officers have been taken on deputation from the Department of Health and Family Planning Services and the Department of Horticulture, as the case may be. This arrangement may continue.

1. Surgeon
2. Compounder
3. Staff Nurse
4. Female Nursing Orderly
5. Assistant Director of Horticulture
6. Garden Assistant
7. Gardeners.

The scales of pay for these posts may be the same as for the corresponding posts in the parent Departments.

47.94. The Commission does not propose revision of the scale of pay for the following posts which have been filled either by contract or on a special scale of pay personal to the incumbents :—

1. A.D.Cs.
2. Private Secretary to the Governor
3. Honorary Surgeon
4. Public Relations Officer
5. Personal Assistant
6. Accountant
7. Cashier
8. House Superintendent

47.95. As the strength of the staff of various categories in the Governor's Secretariat and other matters relate to the privileges of the Governor, the Commission does not propose to make any detailed examination in regard to these matters. The Commission, however, feels that the staff in the various categories in the Governor's Secretariat is somewhat large. The Commission suggests that the Secretary to the Governor may undertake a proper assessment of work in the Governor's Secretariat and effect reduction in the number and cadres of posts, wherever possible, in the interest of economy.

Evaluation and Manpower Wing :

47.96. This is a Unit in the Planning and Social Welfare Department. The work of this Wing mainly involves reviewing the Plan Programmes. Obviously, the Wing would have to be a temporary establishment. No Rules of Recruitment to the posts in the Wing have so far been framed. It is understood that proposals are under the consideration of Government for revising the Rules of Recruitment. In view of the temporary nature of the Department, the Commission considers that it may not be necessary to make any appointment by direct recruitment to any of the posts in the Wing. As appointments to the various cadres in the Bureau of Economics and Statistics are made by selection of candidates holding high qualifications in economics, mathematics and statistics, the Commission feels that appointment to these posts by taking officers on deputation from these cadres generally would serve the purpose.

47.97. The Wing consists of the following staff :

1. *Director of Evaluation and ex-officio Deputy Secretary* (1) (encadred in the senior time-scale of the Indian Administrative Service).

This mode of recruitment is adequate and may continue.

2. *Under Secretary and Ex-officio Deputy Director of Evaluation (Administration)* : (1) (Rs. 350—25—650—30—800)

47.98. This post is filled by taking on deputation an officer of the Mysore Administrative Service (Junior Scale). The Commission considers that this post may be included in the cadre of the Under Secretaries to Government and filled in accordance with the Rules of Recruitment applicable to the Under Secretaries or in the alternative this may be filled by taking on deputation an Under Secretary from the Secretariat. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be the same as that for Under Secretaries in the Secretariat.

3. *Deputy Director of Evaluation (Statistics)* : (1) (Rs. 350—25—650—30—800)

47.99. This post is filled by taking on deputation an officer of corresponding rank from the Bureau of Economics and Statistics. This mode of recruitment is adequate and may continue. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be the same as for the corresponding posts in the Bureau of Economics and Statistics.

4. *Deputy Director of Evaluation (Economics)* : (1) (Rs. 350—25—650—30—800)

47.100. This post is filled by appointment of an officer of the Commercial Taxes Department holding a Degree of Doctorate in Economics. This post can as well be filled by taking an officer on deputation from the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be the same as for the corresponding posts in the parent Department. For the existing incumbent, the scale of pay may be the same as in his parent Department.

5. *Deputy Director of Evaluation (Sociology)* : (1) (Rs. 350—25—650—30—800)

47.101. This post is filled by taking on deputation an officer belonging to the general service in the cadre of District Development Assistants. The Commission recommends that this post may be filled by taking on deputation an officer of corresponding rank from the Department of Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be the same as for the corresponding posts in the Bureau. The existing incumbent may draw the scale of pay as fixed for him in his parent Department.

6. *Deputy Director of Manpower* : (1) (Rs. 350—25—650—30—800) (*Vacant*)

47.102. The mode of recruitment to this post may be the same as suggested for the officers of similar rank, viz., by taking on deputation an officer of the status of Deputy Director from the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be the same as for Deputy Directors in the Bureau.

7. *Assistant Director (Evaluation)* : (5) (Rs. 250—20—350—25—500)
Assistant Director (Manpower) : (1) (Rs. 250—20—350—25—500)

47.103. Of the five posts of Assistant Directors (Evaluation), one post is filled by taking on deputation an Assistant Director of Statistics from the Bureau of Economics and Statistics; one by taking on deputation a Block Development Officer; two by local appointment through the Employment Exchange of candidates who possess a II Class Master's Degree in Mathematics, Economics and Statistics; one post has not been filled. All these posts may be filled by taking on deputation officers of corresponding rank from the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be the same as for corresponding posts in the Bureau of Economics and Statistics.

47.104. The post of Assistant Director of Manpower is filled by taking on deputation an Assistant Director from the Bureau of Economics and Statistics. This arrangement is satisfactory and may continue. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be the same as for the corresponding post in the parent Department.

8. *Section Officers* : (2) (Rs. 250—20—350—25—500).

47.105. These posts are filled by the appointment of Section Officers from the Secretariat. This mode of recruitment may continue. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be the same as for Section Officers of the Secretariat.

9. *Senior Investigators* : (5) (Rs. 150—8—190—10—270)

Investigators : (2) (Rs. 110—5—150—6—180—10—220)

47.106. The posts of Senior Investigators are filled by taking on deputation Senior Statistical Assistants from the Bureau of Economics and Statistics. This arrangement is satisfactory and may continue. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be the same as for posts of corresponding rank in the Bureau of Economics and Statistics.

47.107. The posts of Investigators which have not been filled so far, may also be filled by taking officers on deputation from the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be the same as for corresponding posts in the parent Department.

10. *Computers* : (4) (Rs. 80—3—110—5—150).

47.108. Two of these posts have been filled by taking on deputation computers from the Bureau of Economics and Statistics. The other two posts are filled by direct recruitment by making local appointments through the Employment Exchange, the qualification prescribed for local appointment being a pass in the S. S. L. C. Examination. The Commission is of the view that all the posts of Computers may be filled by taking on deputation officials holding the posts of computers from the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be the same as for corresponding posts in the Bureau of Economics and Statistics.

47.109. In addition to the posts indicated in the preceding paragraphs, the Evaluation and Manpower Wing has the following posts :

1. Senior Assistants (2) (Rs. 200—10—280—15—355—20—415)
2. Assistants (4) (Rs. 130—5—150—8—190—10—270)
3. Junior Assistants (3) (Rs. 80—3—110—4—130—5—150)
4. Stenographers (5) (Rs. 110—5—150—8—190—10—260—15—320)
5. Typists (4) (Rs. 80—3—110—4—130—5—180)
6. Driver (1) (Rs. 80—3—110—4—130—5—180)
7. Dalayats (10) (Rs. 50—1—60)

47.110. All these posts are filled by taking officers holding similar posts from the Secretariat excepting for one post of Assistant which is said to have been filled by taking on deputation a I Division Accounts clerk from the State Accounts Department. The existing mode of recruitment is adequate and may continue. One of the posts of Assistants may, however, be designated as Accounts Clerk. These officials may draw their pay in the scales of pay applicable to them in their parent Departments.

Office of the Special Commissioner, Mysore, New Delhi

47.111. The post of Special Commissioner, Mysore, New Delhi, was formerly sanctioned in the senior time scale of the Indian Administrative Service. This was subsequently downgraded to the scale of pay of Rs. 600—40—1000 and continued for a period of one year. Considering the importance of the work entrusted to the Special Commissioner, it was considered necessary to create a post of Special Commissioner on a higher scale of pay. The post was accordingly created in the scale of pay of Rs. 1300—50—1800 in Government Order No. GAD 244 SGO 67, dated 16th January 1968, with effect from 28th December 1966 so long as the present incumbent continues as Special Commissioner, Mysore, New Delhi.

47.112. The staff sanctioned to the Special Commissioner and the scales of pay attached to them are as follows :

I Gazetted Staff :

- | | |
|--|--|
| (1) Special Commissioner,
Mysore, New Delhi. | Rs. 1300—50—1800 (without dearness
allowance)
Conveyance Allowance of Rs. 150
Special Pay of Rs. 300
Entertainment Allowance of Rs. 100 and
City Compensatory Allowance of
Rs. 75. |
| (2) Assistant Special Commis-
sioner, Mysore, New
Delhi. | Rs. 350—25—500—30—590—EB—30—
800—EB—30—830—35—900 |
| (3) Personal Assistant to the
Chief Minister at Delhi. | Rs. 210—10—270—15—300—EB—15—
450—EB—20—530
Special Pay of Rs. 50 p.m. |

II Non-Gazetted Staff :

(1) Stenographers (2)	Rs. 210—10—270—15—300—EB—15—450—EB—20—530
(2) Upper Division Clerk (1)	130—5—160—8—200—EB—8—256—EB—8—280—10—300
(3) Lower Division Clerk (1)	110—3—131—4—155—EB—4—175—5—180
(4) Telex-Typists (2) (1 post is vacant)	110—3—131—4—155—EB—4—175—5—180
(5) Telex-Messengers (2)	Rs. 70—1—85
(6) Peons (3)	70—1—85
(7) Attender (1)	75—1—85—2—95
(8) Peon-cum-Farash (1)	70—1—85

47.113. The duties of Special Commissioner are broadly as follows :—

(1) to keep in close touch with the Central Government and pass on useful information of prospective developments of importance particularly as regards Plan Schemes to the State Government ;

(2) to follow up action initiated by the State Government in any Department where the usual process of reminding by letters is likely to lead to difficulties or delay ;

(3) to represent officers of the State Government at meetings, conferences and committee work at Delhi where the Agent would be competent to take their place with the assistance of a brief ;

(4) to keep the State Government informed of the visits of foreign technical teams, representatives of International Organisations and Foreigners of importance, direct contact with whom may possibly help the industrial and economic development or other interests of the State ;

(5) To look after the interests of the State Government generally in so far as they are affected by activities in all fields of the Union Government and All India Organisations with economic, social and similar non-political activities, and

(6) to act as Agent of the State Government in all miscellaneous matters where so specifically instructed by any Department.

47.114. From the information available to the Commission, it is not possible to assess whether the Special Commissioner has been able to discharge effectively the several duties which he is expected to perform, especially in respect of representing officers of the State Government, at the Meetings, Conferences and Committee work in Delhi with the assistance of a brief from the concerned Heads of Departments from here. It is seen that in spite of the Special Commissioner working in Delhi, large numbers of officers from here are proceeding periodically to New Delhi for attending Conferences and Meetings. Of course, in some cases it may be necessary for officers from here to go to New Delhi for attending Meetings in spite of the Special Commissioner being there. But it may not be necessary every now and then as is happening now, if the Special Commissioner could represent the Depart-

ments adequately at such conferences, meetings etc., by suitable and timely briefing.

47.115. In the absence of adequate material, the Commission is not in a position to pronounce on the necessity or justification for the continuance of the post of the Special Commissioner and his staff. Government may conduct a study of the work which this officer has been doing and then decide upon the need of continuing the office and its establishment in New Delhi in its present form or with any modifications.

47.116. Some of the staff of the Special Commissioner are recruited locally, some are taken on deputation from the Government of India and some from the State Government. The officers referred to at Serial Numbers 1 and 2 mentioned at para 112 are officers of the State Government. One Stenographer/the Upper Division Clerk, the Lower Division Clerk and the Personal Assistant to the Commissioner are taken on deputation from the Government of India and the rest of the incumbents are recruited locally.

47.117. The scales of pay for the staff attached to the Special Commissioner are higher than those of the corresponding posts in the State Government. These higher scales appear to have been sanctioned in view of the special circumstances obtaining in Delhi. The Commission, therefore, considers that the scales of pay as now sanctioned for these posts may continue, but that wherever the scales of pay of corresponding posts in the State Government become higher than the existing scales of pay attached to the staff at Delhi consequent on the general revision in the scales of pay of Government employees, the benefit of the revision may be extended to the corresponding posts attached to the Special Commissioner.

Delegation of powers

47.118. The Mysore Resources and Economy Committee observed that "additional expenditure by increasing the number of top posts may easily be avoided by the Secretary in need of relief delegating some of his powers to his deputies. In fact, the Secretaries should be encouraged to delegate more powers to Deputy Secretaries and Under Secretaries. The latter may also be empowered wherever possible to submit specified classes of cases direct to the Minister for orders." In regard to apportionment of work between the Secretary, Deputy Secretaries and Under Secretaries, the Committee recommended that a standard of work constituting 35% of the work in each Department being handled by the Under Secretary, 40% by the Deputy Secretary and not more than 25% by the Secretary, should be enforced by a Standing Order.

47.119. The question of delegation of powers was also discussed by the Commission with the Chief Secretary to Government. He was of the view that there was scope for more delegation of powers than at present. The Commission is of the view that there is scope for further delegation of powers to the lower levels. General orders regarding delegation of powers and the categories of cases in which level jumping could be resorted to may be laid down for officers at all levels and made applicable to all the Departments of the Secretariat. In addition to such

general orders, the Secretary to Government in each Department may, after obtaining the orders of the Minister concerned, issue orders applicable to his Department, specifying the further powers which may be exercised by the junior officers and the further categories of cases in which level jumping may be resorted to by them.

47.120. As regards financial powers, no proposals for further delegation were placed before the Commission. The Commission has also no recommendations to make in this regard.

Special Pay

47.121. Whenever officers drawn from other services are posted as Deputy Secretaries or Under Secretaries they are paid a special pay of Rs. 100 or Rs. 75 per month as the case may be. In view of the fact that the scales of pay for the posts of Deputy Secretaries and Under Secretaries in the Secretariat are revised taking into account the special pays that are being given to them, the Commission considers that the officers drawn from outside cadres may be permitted to have the option of drawing the scales of pay of the posts to which they are being appointed or retain the scales of pay of their own post and draw special pay of Rs. 100 in the case of Deputy Secretaries and Rs. 75 in the case of Under Secretaries.

47.122. In the Governor's Secretariat, all the staff are given special pay ranging from Rs. 10 to Rs. 150. The staff working in the personal establishments of the Chief Minister, Ministers of State and Deputy Ministers also draw special pay ranging from Rs. 10 to Rs. 100.

47.123. The following officers in the establishment of the Governor and of the Ministers may continue to get special pay at the existing rates:

Governor's Establishment.—

Secretary
A.D.C.
Stenographers
Personal Assistant
Cashier
Household Superintendent
Driver of Governor's car
Steward

Minister's Establishment.—

Private Secretary
Personal Assistants
Stenographers
Driver

47.124. The Personal Assistant to the Chief Secretary draws a special pay of Rs. 50 per month and the Stenographers Rs. 30 per month, in addition to the special pay as Stenographer and the Junior Assistant Rs. 15 per month. In the establishment of the Secretaries to Government the Stenographers draw a special

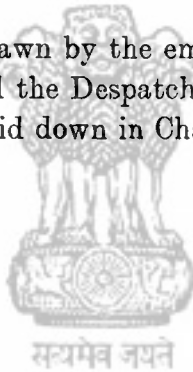
pay of Rs. 25 per month in addition to special pay as Stenographers. In accordance with the principles laid down in Chapter 5, all the incumbents in the Personal Establishments referred to above may continue to draw the special pays at the present rates.

47.125. In addition to the staff working in the personal establishments. Class II, Class III and Class IV staff working in the General Administration Department (Executive), Cabinet Section and Despatch Section are also drawing special pays ranging from Rs. 5 to Rs. 35.

47.126. As regards the Accounts Section, it has been indicated at para 6 that continuance of special pay is not justifiable and may be abolished.

47.127. As regards the Cabinet Section, it has been stated that the Cabinet Assistant is also looking after the work of the Cipher Assistant and as such he may continue to draw the special pay drawn by him and the post of Cipher Assistant may be abolished (*vide* para 60). There is a typist in the Cabinet Section and he is drawing a special pay of Rs. 20 in addition to special pay of Rs. 10 as a typist. This may continue.

47.128. The special pay drawn by the employees in the General Administration Department (Executive) and the Despatch Section, may be discontinued in accordance with the principles laid down in Chapter 5.



CHAPTER 47

Mysore Government Secretariat

S. No.	Designation	Number of posts	Existing scales of pay and special pay	Recommended scales of pay and special pay	Remarks
			Rs.	Rs.	
1	Chief Secretary	...	I. A. S.	I. A. S.	
2	Development Commissioner and <i>Ex-Officio</i> Special Secretary, Department of Agricultural Production.	1	I. A. S.	I. A. S.	
3.	Additional Secretary, Agriculture and Forest Department.	New post	...	1,300—60—1,600—50—1,800 + Special Pay Rs. 150 p. m.	
3a	Secretaries to Government	...	12 I. A. S. Scale + Special Pay Rs. 150 p. m.	I. A. S. Scale + Special Pay Rs. 150 p. m.	
4	Secretary to Government, Department of Law and Parliamentary Affairs	1	1,100—50—1,200—60—1,800 + Special Pay Rs. 150 p. m.	1,300—60—1,600—50—1,800 + Special Pay Rs. 150 p. m.	
5.	Additional Secretary to Government, Department of Law and Parliamentary Affairs	1	1,100—50—1,200—60—1,800 + Special Pay Rs. 150 p. m.	1,300—60—1,600—50—1,800 + Special Pay Rs. 150 p. m.	
6	Joint Secretary to Government, Public Works and Electricity Department	1	1,300—50—1,800 + Special Pay Rs. 150 p. m.	1,300—60—1,600—50—1,800 + Special Pay Rs. 150 p. m.	
7	Draftsman and <i>Ex-Officio</i> Joint Secretary to Government, Department of Law and Parliamentary Affairs	1	1,100—50—1,200—60—1,800 + Special Pay Rs. 150 p. m.	1,300—60—1,600—50—1,800 + Special Pay Rs. 150 p. m.	
8	Joint Secretary to Government, Department of Law and Parliamentary Affairs	1	1,100—50—1,200—60—1,800 + Special Pay Rs. 150 p. m.	1,300—60—1,600—50—1,800 + Special Pay Rs. 150	
9	Joint Secretary to Government	New posts	...	1,300—60—1,600—50—1,800	
10	Gold Control Officer and <i>Ex-Officio</i> Deputy Secretary, Finance Department	1	Held by the Director of Treasuries.	I. A. S. Scale	
11	Solicitor to Government and <i>Ex-Officio</i> Deputy Secretary, Department of Law and Parliamentary Affairs	1	600—40—1,000 + Special Pay Rs. 100 p. m.	900—40—1,100—50—1,300 + Special Pay Rs. 100 p. m.	

Mysore Government Secretariat—(contd.)

Sl. No.	Designation	Number of posts	Existing scales of pay and special pay	Recommended scales of pay and special pay	Remarks
			Rs.	Rs.	
12	Additional Solicitor to Government and <i>Ex-Officio</i> Deputy Secretary, Department of Law and Parliamentary Affairs	1	600—40—1,000 + Special Pay Rs. 100 p. m.	900—40—1,100—50—1,300 + Special Pay Rs. 100 p. m.	
13	Deputy Draftsman and <i>Ex-Officio</i> Deputy Secretary to Government, Department of Law and Parliamentary Affairs	1	600—40—1,000 + Special Pay Rs. 100 p. m.	900—40—1,100—50—1,300 + Special Pay Rs. 100 p. m.	
14	Budget Officer and <i>Ex-Officio</i> Deputy Secretary to Government, Finance Department	1	800—40—1,000—50—1,200 + Special Pay Rs. 100 p. m.	*1,100—50—1,300—60—1,800	To be abolished. *To the present incumbent only.
15	Special Officer and <i>Ex-Officio</i> Deputy Secretary, Finance Department	1	600—40—1,000 + Special Pay Rs. 100 p. m.	600—40—1,000 + Special Pay Rs. 100 p. m.	
16	Deputy Secretary to Government, Public Works and Electricity Department	1	600—40—1,000 + Special Pay Rs. 100 p. m.	700—40—900—50—1,200 + Special Pay Rs. 100 p. m.	
17	Deputy Development Commissioner and <i>Ex-Officio</i> Deputy Secretary, Development, Housing Panchayati Raj and Co-operation Dept.	1	900—40—1,100—50—1,300 + Special Pay Rs. 100 p. m.	...	To be abolished.
18	Special Officer, (Pensions), Finance Department.	1	600—40—1,000	...	
19	Deputy Secretaries to Government	29	600—40—1,000 + Special Pay Rs. 100 p. m. 900—40—1,100—50—1,300 + Special Pay Rs. 100 p. m.	900—40—1,100—50—1,300 1,100—50—1,300—60—1,600 + Special Pay Rs. 100 p. m.	
20	Assistant Draftsman and <i>Ex-Officio</i> Under Secretary to Government, Department of Law and Parliamentary Affairs.	3	350—25—650—30—800 + Special Pay Rs. 75 p. m.	450—30—660—EB—40—900	
21	Assistant Solicitor and <i>Ex-Officio</i> Under Secretary to Government, Department of Law and Parliamentary Affairs.	3	350—25—650—30—800 + Special Pay Rs. 75 p. m.	450—30—660—EB—40—900 + Special Pay Rs. 75 p. m.	
22	Under Secretary to Government, Department of Law and Parliamentary Affairs.	2	350—25—650—30—800 + Special Pay Rs. 75 p. m.	450—30—660—EB—40—900 + Special Pay Rs. 75 p. m.	

Mysore Government Secretariat—(contd.)

Designation	Number of posts	Existing scales of pay and Special Pay	Rs.	Recommended scales of pay and Special Pay.	Rs.	Remarks
23 Under Secretary to Government, Public Works and Electricity Department.	1	300—25—550—30—700 + Special Pay Rs. 75		350—25—600—30—780—EB—40—900		
24 Under Secretary to Government	72	350—25—650—30—800 + Special Pay Rs. 75		(1) 450—30—660—EB—40—900 (2) 400—30—700—EB—40—900 + Special Pay Rs. 75 p.m.		If held by Secretariat Officer If held by Officer of M.A.S. Junior scale.
25 Section Officer	142	250—20—350—25—500		275—20—375—EB—25—525		
26 Senior Assistants	149	200—10—280—15—355—20—415		225—10—305—15—350—EB—20—450		
27 Drafting Assistant, Department of Law and Parliamentary Affairs.	6	200—10—280—15—355—20—415		225—10—305—15—350—EB—20—450		
28 Assistants	387	130—5—150—8—190—10—270		170—5—180—8—220—EB—10—300		
29 Selection Grade Stenographers	10	200—10—280—15—355—20—415		250—10—300—15—420—EB—20—500		
30 Stenographer	201	130—5—150—8—190—10—270 + Special Pay Rs. 30 p.m.		170—5—180—8—220—EB—10—300 + Special Pay Rs. 30 p.m.		
31 Junior Assistant	317	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200		
32 Typist	169	80—3—110—4—130—5—150 + Special Pay Rs. 10 p.m.		95—3—125—4—145—EB—5—200 + Special Pay Rs. 10 p.m.		
33 Attenders	28	60—1—70—2—90		85—2—95—3—125—EB—4—145		
34 Jamedar	14	60—1—70—2—90		85—2—95—3—125—EB—4—145		
35 Daffedars	44	55—1—65—2—75		80—2—90—3—120—4—140		
36 Despatch Rider	2	70—2—80—3—110		85—2—95—3—125—EB—4—145		
37 Binder	1	80—3—110—4—130—5—140 + Spl. Pay Rs. 10 p.m.		85—2—95—3—125—EB—4—145		
38 Assistant Binder	1	70—2—90 + Spl. Pay Rs. 5 p.m.		80—2—90—3—120—4—140		
39 Delayat, Watchman	649	55—1—65		60—1—80—2—90		
40 Sweeper	...	50—1—60		60—1—80—2—90		
41 Driver	29	80—3—110—4—130—3—150		95—3—125—4—145—EB—5—200		

Mysore Government Secretariat—(contd.)

Designation	Number of posts	Existing scales of pay and special pay	Recommended scales of pay and special pay	Remarks.
		Rs.	Rs.	
42 Council Assistant	1	220—15—310—20—470 (Vacant)	275—20—375—EB—20—525	The two posts combined into that of Section Officer.
43 Cipher Assistant	1	200—10—280—15—355—20—415	225—10—305—15—350—EB—20—450 Spl. Pay Rs. 65 p.m.	For the present incumbent.
44 Personal Assistant to the Chief Secretary.	1	250—20—350—25—500	250—10—300—15—420—EB—20—500 *275—20—375—EB—25—525	*Personal to the incumbent.
45 Selection Grade Lift Attender	2	100—4—140	130—5—150—6—200—EB—10—240	
46 Lift attender	8	70—2—80—3—110	85—2—95—3—125—EB—4—145	
47 Typewriter Mechanic	1	100—5—150—6—180—10—200	130—5—150—6—200—EB—10—240	
48 Assistant Typewriter Mechanic	1	70—2—80—3—110	95—3—125—4—145—EB—5—200	
49 Clock Mechanic	1	100—5—150—6—180—10—200 plus C.A. of Rs. 10 p.m.	130—5—170—6—200—EB—10—240	
50 Setter, Multigraph Section	1	150—8—190—10—320	175—10—275—15—350—EB—20—450	To be abolished
51 Supervisor, Multigraph Section	1	80—3—110—4—130—5—150	59—3—125—4—145—EB—5—200	
52 Operator, Multigraph Section	4	70—2—80 plus Spl. Pay Rs. 5 p.m.	80—2—90—3—120—4—140	
53 Lift Mechanic	1	100—5—150	130—5—170—6—200—EB—10—240	For the present incumbent. Post to be abolished.
54 Revenue Inspector	1	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	To be abolished.
55 Telephone Operator	4	100—5—150—6—180	...	
<i>Governor's Secretariat:</i>				
1 Secretary to Governor and Comptroller' Governors' Household.	1	I. A. S.	...	I. A. S.
2 Under Secretary	2	350—25—650—30—800 plus Spl. Pay Rs. 75 p.m.	Spl. Pay (1) 450—30—660—EB—40—900 (2) 400—30—700—EB—40—900 plus Spl. Pay Rs. 75 p.m.	If held by Secretariat Officer. If held by Officer of M.A.S.

Mysore Government Secretariat—(contd.)

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
3	Section Officer	2	250-20-350-25-500 plus Spl. Pay Rs. 35 p.m.	275-20-375-EB-25-525	
4	P. A. to the Governor	1	250-20-350-25-500 (non-gazetted)	275-20-375-EB-25-525 (non-gazetted).	
5	Senior Assistant	1	200-10-280-15-355-20-415 plus Spl. Pay Rs. 30 p.m.	225-10-305-15-350-EB-20-450	
6	Assistant	7	130-5-150-8-190-10-270 plus Spl. Pay Rs. 25 p.m.	170-5-180-8-220-EB-10-300	
7	Junior Assistant	6	80-3-110-4-130-5-150 plus Spl. pay Rs. 25 p.m.	95-3-125-4-145-EB-5-200	
8	Jamedar	4	70-2-90	85-2-95-3-125-EB-4-145	
9	Daffadar	4	65-2-85	80-2-90-3-120-4-140	
10	Peon	15	50-1-60	60-1-80-2-90	
11	Cycle Orderly	2	50-1-60	60-1-80-2-90	
12	Personal Attendant to the Governor	1	70-2-90		Personal to the incumbent.
13	Accountant	1	130-5-150-8-190-10-270		Contract.
14	Cashier	1	130-5-150-8-190-10-270		Contract.
15	Surgeon	1	300-25-550-30-700	400-30-700-EB-40-900	
16	Compounder	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
17	Staff Nurse	1	140-5-150-6-180-10-220	175-10-275-15-350-EB-20-450	
18	Female Nursing Orderly	1	55-1-65-2-85	60-1-80-2-90	
19	Male Nursing Orderly	1	55-1-65-2-85	60-1-80-2-90	
20	Head Driver	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
21	Driver	8	70-1-80-2-110	85-2-95-3-125-EB-4-145	
22	Cleaner	3	50-1-60	60-1-80-2-90	
23	Motor Cyclist	2	70-1-80-2-100	85-2-95-3-125-EB-4-145	
24	House Superintendent	1	200-10-280-15-400		Contract.

Mysore Government Secretariat—(contd.)

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
25	Steward	...	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
26	Head Cook	...	80-3-110-4-130-5-140	85-2-95-3-125-EB-4-145	
27	Cook	...	65-1-70-2-90	60-1-80-2-90	
28	Linen Attenders	...	70-2-80-3-110	85-2-95-3-125-EB-4-145	
29	Head Butler	...	80-3-110-4-130-5-140	85-2-95-3-125-EB-4-145	
30	Butler	...	55-1-70-2-90	85-2-90-3-120-4-140	
31	Bearer	...	55-1-60-2-70	60-1-80-2-90	
32	Masalehi	...	50-1-60	60-1-80-2-90	
33	Dhobi	...	65-1-70-2-90	60-1-80-2-90	
34	Khalasis	...	55-1-65-2-75	60-1-80-2-90	
35	Head Sweeper	...	55-1-65-2-85	60-1-80-2-90	
36	Sweeper	...	50-1-60	60-1-80-2-90	
37	Tailor	...	50-1-60	60-1-80-2-90	
38	Barber	...	50-1-60	60-1-80-2-90	
39	Carpenter	...	65-1-70-2-90	60-1-80-2-90	
40	Painter and Polisher	...	65-1-70-2-80-3-110	80-2-90-3-120-4-140	
41	Assistant Director of Horticulture	...	275-20-375-25-600 +Spl. pay Rs. 35 p.m.	300-25-550-EB-30-700	
42	Garden Assistant	...	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	Personal to the incumbent
43	A. D. Cs.	...	600-40-1000	...	Personal to the incumbent
44	Private Secretary to Governor	...	900-50-1250	...	Contract appointment
45	Public Relations Officer	...	500 fixed	...	Personal to the incumbent
46	Honorary Surgeon	...	Honorarium 200 p.m.	...	

Mysore Government Secretariat—(contd.)

Designation	Number of posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
Rs.				
<i>Directorate of Evaluation :</i>				
1 Director of Evaluation and <i>Ex-Officio</i> Deputy Secretary, Planning and Social Welfare Department	1	I. A. S.	I. A. S.	
2 Under Secretary and <i>Ex-Officio</i> Deputy Director of Evaluation	1	350-25-650-30-800 + Spl. pay Rs. 75 p.m.	1. 450-30-660-EB-40-900 2. 400-30-700-EB-40-900 + Spl. pay Rs. 75 p.m.	(If held by Secretariat officer) (If held by Officer of MAS)
3 Deputy Director of Evaluation	4	350-25-650-30-800	450-30-660-EB-40-900	
4 Assistant Director of Evaluation and Manpower.	6	250-20-350-25-500	275-20-375-EB-25-525	
5 Section Officer	2	250-20-350-25-500	275-20-375-EB-20-525	
6 Senior Investigator	5	150-8-190-10-270	175-10-275-15-350-EB-20-450	
7 Investigators	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260- 15-290	
8 Computers	4	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
9 Senior Assistant	2	200-10-280-15-355-20-415	225-10-305-15-350-EB-20-450	
10 Assistant	4	130-5-150-8-190-10-270	170-5-180-8-220-EB-10-300	
11 Junior Assistant	3	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
12 Stenographer	5	110-5-150-8-190-10-260- 15-320	175-10-275-15-350-EB-20-450	
13 Typist	4	130-5-150-8-190-10-270+ Special Pay of Rs. 30 p.m.	170-5-180-8-220-EB-10-300+ Special pay of Rs. 30 p.m.	
14 Driver	1	80-3-110-4-130-5-150 + Special pay of Rs. 10 p.m.	110-4-130-5-170-EB-6-200 95-3-125-4-145-EB-5-200+ Special pay of Rs. 10 p.m.	
15 Dalayat	10	70-1-80-3-110 50-1-60	85-2-95-3-125-EB-4-145 60-1-70-2-90	

Mysore Government Secretariat—(contd.)

Sl. No.	Designation	Number of posts	Existing Scales of pay and Special Pay	Recommended Scales of pay and Special Pay	Remarks
<i>Hospitality Organisation, New Delhi :</i>					
			Rs.	Rs.	
1	Special Commissioner	...	1 1,300-50-1,800+Special Pay Rs. 300 p.m. C.A. Rs. 150 p.m. Entertainment Allowance Rs. 100 C. C. A. Rs. 75 p.m.		
2	Assistant Special Commissioner	...	1 350-25-500-30-590-EB-30-800-EB-30-830-35-900		
3	P.A. to the Chief Minister at New Delhi	1	1 210-10-270-15-300-EB-15-450-EB-20-530+Special Pay Rs. 50 p.m.		
4	Stenographer	...	2 210-10-270-15-300-EB-15-450-EB-15-530		
5	Upper Division Clerk	...	1 130-5-160-8-200-EB-8-256-EB-8-280-10-300		
6	Lower Division Clerk	...	1 110-3-131-4-155-EB-4-175-5-180		
7	Telex-typist	...	2 110-3-131-4-155-EB-4-175-5-180		
8	Telex Messenger	...	2 70-1-85		
9	Peon	...	3 70-1-85		
10	Attender	...	1 75-1-85-2-95		
11	Peon-cum-Farash	...	1 70-1-85		
12	Assistant Engineer-cum-Reception Officer	...	1 600-40-1000		
13	Assistant Receptionist-cum-Accountant.	...	1 130-5-150-8-200-EB-8-256-EB-8-280-10-300		
14	Typist-cum-Clerk	...	1 110-3-131-4-155-EB-4-175-5-180		
15	Driver	...	3 110-130		

Mysore Government Secretariat—(contd.)

Sl. No.	Designation	Number of posts	Existing scales of pay and Special Pay	Recommended Scales of pay and Special Pay	Remarks
			Rs.	Rs.	
16	Cook	3	110-3-122-4-130		
17	Steward	1	130-5-170-8-210-10-280		
18	Room Boy	5	70-1-85		
19	Watchman	2	70-1-85		
20	Kitchenmate	1	70-1-85		
21	Gardener	2	70-1-85		
22	Sweeper	2	70-1-85		
23	Electrician/Plumber	2	110-3-131-4-155-5-180		
24	Peon/Attender	3	75-1-85-2-95		
25	Bearer	3	75-1-85-2-95		
26	Lift Attender	2	75-1-85-2-95		
27	Dhoby	1	Contract.		
<i>Hospitality Organisation—Mysore*</i>					
1	Superintendent, State Guest House ...	1	250-20-350-25-500 + Special Pay Rs. 30 p.m.	275-20-375-EB-25-525	*To be abolished in due course.
2	Manager, Grade I	2	250-15-310-20-470 + Special Pay Rs. 15 p.m.	250-10-300-15-420-EB-20-500	
3	Manager Grade II	3	180-10-320	200-10-280-15-370-EB-20-450	
4	Accountant-cum-I Division Clerk	5	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
5	II Division Clerk-cum-Receptionist	7	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
6	Typist	1	80-3-110-4-130-5-150 + Spl. Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10 p.m.	

Mysore Government Secretariat —(concl'd.)

Sl. No.	Designation	Number of Posts	Existing Scales of pay and Special pay	Recommended Scale of Pay and Special Pay	Remarks
			Rs.	Rs.	
7	Butler Grade I	2	80-3-110-4-130-5-140	85-2-95-3-125-EB-4-145	
8	Butler Grade II	7	70-2-80-3-110	80-2-90-3-120-4-140	
9	Butler Grade III	10	55-1-70-2-90	60-1-70-2-90	
10	Cook Grade I	3	80-3-110-4-130-5-140	85-2-95-3-125-EB-4-145	
11	Cook Grade II	15	65-1-70-2-90	60-1-80-2-90	
12	Fitter	2	70-2-80-3-110	85-2-95-3-125-EB-4-145	
13	Turn key	2	65-1-70-2-90	60-1-80-2-90	
14	Carpenter	1	65-1-70-2-90	60-1-80-2-90	
15	Linen Mender	2	65-1-70-2-90	60-1-80-2-90	
16	Dhobi	2	65-1-70-2-90	60-1-80-2-90	
17	Tindal	1	55-1-65-2-75	60-1-80-2-90	
18	Waiter	61	55-1-65-2-75	60-1-80-2-90	
19	Drivers	22	70-1-80-2-100	85-2-95-3-125-EB-4-145	
20	Vehicle Cleaners	6	55-1-65-2-75	60-1-80-2-90	
21	Laskars/Attender	45	50-1-60	60-1-80-2-90	
22	Cleaner	19	50-1-60	60-1-80-2-90	

CHAPTER 48

Mysore Gazetteer Department

48.1. The Department was set up in the State in the year 1958 under a Centrally sponsored scheme. Sanction to the scheme expires by the 31st March 1971. The Central Government have agreed to meet 80% of the cost of compilation subject to the maximum of between Rs. 50,000 and Rs. 65,000 per volume per year commencing from 1968-69. So far they are giving assistance to the extent of 40% of the expenditure subject to a maximum of Rs. 14,800 per volume and 40 per cent of the cost of printing. The State Government have been permitted to retain the sale proceeds of the publications which have been reckoned at 20 per cent of the cost of compilation.

48.2. The Department is classified as a Minor Department with the Chief Editor as the Head of the Department. The present incumbent has been appointed on contract. He is assisted by five Editors, an Administrative Officer, a small ministerial staff and five Class IV Officers. As the Department is temporary, all posts (excepting for Class IV Officers who have been taken by direct recruitment) have been filled by deputation from the various departments. Of the five posts of Editors two are vacant; one Editor has been appointed on contract; two posts have been filled by taking on deputation; (i) a Section Officer from the Mysore Government Secretariat and (ii) an Editor from the Department of Information and Tourism.

Scales of Pay and Cadre and Recruitment Rules. Chief Editor : (1) (Rs. 900—40—1,100—50—1,300).

48.3. The present incumbent has been appointed on contract which will be in force till the end of March 1970. The scale of pay for the post is Rs. 900—40—1,100—50—1,300, i.e., equivalent to a Minor Head of Department. As the present incumbent is appointed on a contract, the Commission considers that neither the status nor the pay of the post can be revised.

Editors : (5) (Rs. 250—20—350—25—500)

48.4. Having regard to the minimum qualifications now prescribed and the present mode of recruitment, the Commission considers that the scale of pay is adequate, subject to the normal revision proposed in the scale of pay of posts carrying like duties and responsibilities in other departments. The revised scale of pay for comparable posts in other Departments is Rs. 275—20—375—EB—25—525. The scale of pay for the post of Editors may also, therefore, be Rs. 275—20—375—EB—25—525.

48.5. The problem of this Department appears to be one of securing men of proper calibre to undertake the special type of work that is expected of them. The Commission considers that for this purpose the Rules of Recruitment may be modified to provide for (i) higher qualification, viz., post-graduates or Doctorate in History, Economics or Politics, (ii) recruitment on contract of qualified persons in the event of such persons not being available in corresponding posts in other Departments, and (iii) a higher initial pay between the minimum and the maximum of the scale for persons appointed on contract basis. The scale of pay for the post in the event of the Rules of Recruitment being modified may be Rs. 350—25—600—30—780—EB—40—900.

Administrative Officer: (1) (Rs. 250—15—310—20—470)

(Rs. 250—20—350—25—500) (personal to the present incumbent)

48.6. According to the Cadre and Recruitment Rules of the Department, there is one post of Superintendent in the scale of pay of Rs. 250—15—310—20—470. The present incumbent was holding the post of Superintendent in the scale of pay of Rs. 250—15—310—20—470, in the Department of Information and Tourism, which has since been upgraded and designated as Administrative Officer in the scale of pay of Rs. 250—20—350—25—500 (Class II Gazetted). This scale is personal to the present incumbent. The scale of pay for this post may be revised as Rs. 275—20—375—EB—25—525. Having regard to the duties of the Administrative Officer, the Commission considers that the post may be filled in future by taking on deputation a Section Officer from the Secretariat and it may have the same scale of pay as the Section Officer in the Secretariat.

Assistants : (2) (Rs. 130—5—150—8—190—10—270)

Junior Assistants : (1) (Rs. 80—3—110—4—130—5—150)

Stenographers : (2) (Rs. 130—5—150—8—190—10—270)

Daffedar : (1) (Rs. 65—2—85)

Cycle Orderly : (1) (Rs. 50—1—60)

Peons : (2) (Rs. 50—1—60)

Night Watchman : (1) (Rs. 50—1—60)

48.7. The posts of Assistants, Junior Assistants and Stenographers are filled by taking on deputation persons holding similar posts in the Secretariat. The present mode of recruitment to these posts may continue. As regards Class IV posts, the existing mode of recruitment may continue.

48.8. The officials on deputation from other Departments of Government may draw their pay in the scales of pay applicable to them in their parent Departments. The Class IV officers who have been recruited directly will get the same scale of pay as is prescribed for that class of officers in other Departments.

48.9. It was urged before the Commission that the Stenographers working in the Department had heavy typing work in addition to taking down dictation and transcribing the matter and that they should be given special pay in addition

to the Stenographic allowance admissible to Stenographers. The Commission considers that the work-load of typing may be assessed and, if necessary, additional posts of Typists may be created but that there is no need to give any additional special pay to the Stenographers.

Delegation of Powers

48.10. The Department is a temporary one. It has its office only at the State Head-quarters and has no offices at the Divisional or District levels. So far as the delegation of administrative powers is concerned, the general recommendations made by the Commission in this behalf may apply *mutatis mutandis* to this Department. In view of the limited scope available in this Department for the use of financial powers and since no further delegation has been sought, no change in the existing arrangement is necessary.



CHAPTER 48
Mysore Gazetteer Department

Sl. No.	Designation	No. of posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
			Rs.	Rs.	
1.	Chief Editor	1	900-40-1,100-50-1,300		Contract
2.	Administrative Officer	1	250-15-310-20-470 *250-20-350-25-500	275-20-375-EB-25-525	*Personal to the present incumbent
3.	Editor	5	250-20-350-25-500	275-20-375-EB-25-525 (for existing persons) 350-25-600-30-780-EB-40-900 (for recruits with higher qualifications)	
4.	Assistant	2	130-5-150-8-190-10-270	170-5-180-8-220-EB-10-300	
5.	Stenographer	2	130-5-150-8-190-10-270 + Special Pay of Rs. 30 p. m.	170-5-180-8-220-EB-10-300 + Special Pay of Rs. 30 p. m.	
6.	Junior Assistant	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
7.	Daffedar	1	65-2-85	80-2-90-3-120-4-140	
8.	Cycle Orderly	1	50-1-60 + Cycle Allowance Rs. 5 p. m.	60-1-80-2-90 + Cycle Allowance Rs. 5 p. m.	
9.	Peon	2	50-1-60	60-1-80-2-90	
10.	Night Watchman	1	50-1-60	60-1-80-2-90	

CHAPTER 49

Mysore Public Service Commission

49.1. The Mysore Public Service Commission was established under Article 315 of the Constitution of India by Government Notification No. Ch.S.1483/GE. 31—51—1, dated the 18th May 1951.

49.2. The Public Service Commission is classified as Major Department. It consists of five Members including the Chairman. The Commission is assisted in its work by a Secretary, a Deputy Secretary, two Assistant Secretaries and a Deputy Controller of Examinations. The work of the Commission is distributed among the following 9 Branches, viz.—

1. Organisation and Methods Branch ;
2. Special Branch ;
3. Accounts Branch ;
4. Administrative Branch ;
5. Examination Branches I & II ;
6. Recruitment Branches I & II ; and
7. Departmental Examinations Branch.

Staffing pattern and scales of pay

49.3. The ministerial staff consists of nine Superintendents (one of whom is the Personal Assistant to the Chairman), 21 Assistants, 31 Junior Assistants, 11 Stenographers, and 9 Typists. There are 46 Class IV Officers of various categories. There is no well-defined staffing pattern and the services of the staff are utilised in several Branches according to the needs of the situation. Two posts of Assistant Secretaries and one post of Deputy Secretary have been created on a temporary basis. It was urged before the Commission that these posts should be made permanent and that the staffing pattern in the Office of the Public Service Commission should be the same as that in the Secretariat. The work which the Public Service-Commission is now attending to was formerly being attended to initially by the Central Recruitment Board and later by the Public Service Commissioner; and the scales of pay for the staff working in the Office of the Central Recruitment Board and the Office of the Public Service Commissioner were the same as the scales of pay for corresponding post in the Secretariat. The scales of pay for the posts in the Office of the Public Service Commission continued to be the same as the scales of pay for the corresponding posts in the Secretariat till 1961. At the time of revision of the scales of pay in 1961, a higher scale of pay was given to the officials of the Mysore Government Secretariat and a lower scale of pay was given to the officials working in the office of the Public Service Commission. In view of the facts that the Public Service Commission is a statutory body established under Article 315 of the Constitution of India, that its

work is of a very important nature and the staff working in the Office of the Commission are required to discharge duties and shoulder responsibilities comparable to those of the staff working in the Secretariat, the Commission considers that the scales of pay for the several posts in the Office of the Public Service Commission may be the same as the scales of pay for corresponding posts in the Mysore Government Secretariat and recommends that the scales of pay may be regulated accordingly.

49.4. It is understood that the work-load at the different levels in the Office of the Public Service Commission has not been fixed after undertaking a regular work study; while in the Mysore Government Secretariat the structure of each Section has been determined after such an assessment. The Commission, therefore, considers that a thorough work study may be conducted at various levels in the Office of the Public Service Commission and that a decision may be taken only thereafter as to which of the temporary posts of the Members of staff including those of the Deputy Secretary and 2 Assistant Secretaries should be made permanent.

49.5. In view of the fact that the Commission considers that the scales of pay and staffing pattern of the Office of the Public Service Commission and those of the Mysore Government Secretariat may be identical, the designations of the various posts in the Office of the Public Service Commission may be changed to those of the comparable posts in the Mysore Government Secretariat. There is no cadre of Senior Assistants now in the Office of the Public Service Commission. A cadre of Senior Assistants with the same scale of pay as in the Secretariat with similar duties and responsibilities will have to be created in some Sections if the work-load warrants their creation.

Cadre and Recruitment Rules

49.6. The Rules of Recruitment to the various cadres in the Public Service Commission appear to be reasonable. Necessary amendments may, however, be made at the time of implementing the foregoing decisions of the Commission as also in the light of the recommendations made relating to the various cadres in the Secretariat.

49.7. The post of the Deputy Controller of Examinations carries a special pay of Rs. 75 p. m. The Commission considers that as the scales of pay for Officers getting special pay in the Secretariat have been suitably revised so as to include the special pay and as the Officers of the Public Service Commission are to get pay prescribed for posts in the corresponding grades in the Secretariat, no special pay need be continued for this post. Accordingly, the Commission recommends that this special pay may be abolished.

Appointment of additional staff for seasonal work

49.8. It appears that there is seasonal increase in the volume of work in the Public Service Commission and that such seasonal work is also of an urgent nature necessitating the appointment of temporary additional staff. At present, the

Public Service Commission has powers to appoint temporary staff upto a period of three months in anticipation of sanction of Government, the expenditure being met from the savings of the Department within the budget allotment. It was represented that on occasions it might be difficult to exercise this power in case there were no savings in the budget allotments and consequently the seasonal work might suffer. The Government of Maharashtra have empowered the Public Service Commission in that State to employ, for special reasons, temporary staff at a cost not exceeding Rs. 3,000 in any one year. The Mysore Public Service Commission has to appoint temporary staff only occasionally. Such occasions are, however, bound to increase fairly frequently in view of the additional functions like the conduct of competitive examinations for recruitment to Gazetted and non-Gazetted posts assigned to the Public Service Commission recently. It is, however, difficult to make any assessment of the extent to which temporary staff will have to be employed on each of such occasions. It has been suggested by the Public Service Commission that it might be empowered to appoint temporary staff without the approval of the Governor but subject to the condition that the total expenditure on account of such staff appointed during the year would not involve an increase of the appropriations in the budget estimate for that year. The Commission considers that it would be adequate if provisions on the lines of the one obtaining in Maharashtra are made in respect of the Mysore Public Service Commission and recommends accordingly.

Delegation of powers

49.9. The Chairman of the Public Service Commission has been declared the Head of the Department. A substantial amount of work of a very routine nature and not falling within his functions under the Constitution is required to be submitted to him for his orders. The Commission considers that all the powers of the Head of the Department generally may be vested in the Secretary, Public Service Commission. In particular, all appointments in the Office of the Public Service Commission, whether initial or promotional, of Class IV and non-Gazetted Officers may be vested in the Secretary. All matters connected with appointments of Officers of the Gazetted ranks in the Office of the Public Service Commission may, however be dealt with as before.

49.10. It has already been suggested that the staffing pattern in the Office of the Public Service Commission might be identical with that in the Secretariat. The delegation of administrative powers may accordingly be made in consonance with the recommendations made in this behalf in relation to the Secretariat.

CHAPTER 49

MYSORE PUBLIC SERVICE COMMISSION

Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay.	Remarks
			Rs.	
1 Secretary	...	1 I. A. S. or M.A.S. Class I Senior Scale (Special pay of Rs. 100 P.M.) (900-40-1,100-50-1,300)		Special pay is only for I.A.S. Officers.
2 Deputy Secretary	...	1 600-40-1,000	1,100-50-1,300-60-1,600	
2 Assistant Secretary	...	2 350-25-650-30-800	900-40-1,100-50-1,300	
4 Deputy Controller of Departmental Examinations	1	1 350-25-650-30-800 + Spl. pay of Rs. 75 p.m.	450-30-600-EB-40-900 450-30-660-EB-40-900	
5 Superintendent (including P. A. to Chairman)	9	250-15-310-20-470	275-20-375-EB-25-525	Special pay to be abolished.
6 Assistant	...	21 120-5-150-8-190-10-240	170-5-180-8-220-EB-10-300	
7 Accountant	...	1 120-5-150-8-190-10-240	170-5-180-8-220-EB-10-300	
8 Junior Assistant	...	31 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
9 Stenographer	...	11 110-5-150-8-190-10-260- 15-320	175-10-275-15-350-EB-20-450	
10 Typist	...	9 80-3-110-4-120-5-150 + Spl. pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. pay Rs. 10 p.m.	
11 Attender	...	6 70-2-90	85-2-95-3-125-EB-4-145	
12 Jamedar	...	5 70-2-90	85-2-95-3-125-EB-4-145	
13 Daffedar & Mutchi	...	2 55-1-65-2-75	80-2-90-3-120-4-140	
14 Peon Watchman Sweeper	33	50-1-60	60-1-80-2-90	

CHAPTER 50

Mysore Vigilance Commission

50.1. The Vigilance Commission was set up in the State under Government Order No. GAD 19 OAC 64 dated the 11th February 1965. The powers and functions of the Vigilance Commission are defined by the Mysore State Vigilance Commission Rules, 1965, made by the Governor in exercise of the powers conferred on him by the proviso to Article 309 of the Constitution. The Vigilance Commission has jurisdiction in matters to which the executive powers of the State extend. It has jurisdiction accordingly over all the Mysore Government servants including those on deputation or on foreign service to Local Bodies, Corporations or Co-operative institutions or undertakings wholly owned by the Government of Mysore or in which the Government of Mysore have a major share. Its jurisdiction, however, does not extend over Government servants who are members of the Mysore Judicial Service Class I.

50.2. There are two wings of the Vigilance Commission, namely :

I The Bureau of Investigation :—This is headed by a Deputy Inspector-General of Police. The Bureau investigates into complaints made by the members of the Public or petitions or complaints referred to the Vigilance Commission by Government. The Vigilance Commission has also the power of investigating into any complaint of corruption or misconduct against a Government servant. All cases of investigation are duly processed and submitted to the Vigilance Commissioner who suggests to Government the appropriate course of action.

II The Directorate of Vigilance :—This wing is responsible for conducting proceedings, which are entrusted to the Vigilance Commission by Government against Government Servants. Inquiries are conducted by the wing after following the procedure prescribed by the Mysore Civil Services (Classification, Control and Appeal) Rules, 1957. After completion of the enquiry, the Commissioner makes appropriate recommendations to Government as to the punishment to be awarded.

Status, powers and duties

50.3. The Commission considers that the Vigilance Commission, in order to be effective, should have statutory status and that its powers and duties should be defined in clear terms. The Commission, however, understands that the recommendations of the Administrative Reforms Commission set up by the Government of India regarding the appointment of a Lok Ayukta for the State under a statute are under the consideration of Government. In case the institution of the Lok Ayukta is set up, the Vigilance Commission becomes redundant. The recommendations in regard to the Vigilance Commission are made subject to the assumption that this institution would continue.

50.4. As matters now stand, Government have to consult the Public Service Commission on matters on which the Vigilance Commission has, after enquiry, made its recommendations. This results in delay in the disposal of cases but consultation with the Public Service Commission is inevitable unless the constitutional provisions necessitating such consultation are amended.

50.5. The Commission recommends that the respective roles of the Vigilance Commission and the Public Service Commission may be clearly defined so that cases can be disposed of as expeditiously as possible. The Commission does not think that the Government of India can be persuaded to amend the Constitution in relation to the powers and functions of the Public Service Commission and hence the only course open to the Government is to evolve such procedure or conventions for disposal of cases as would not affect the status of the Vigilance Commission.

50.6. According to the Mysore Civil Services (Classification, Control and Appeal) Rules, the Vigilance Commissioner sends a Report to Government, if he considers that an investigation conducted by the staff of the Commission discloses a *prima facie* case necessitating the holding of a regular enquiry in respect of any officer; Government then examine the records to see whether it is necessary to conduct a regular enquiry and, if so, whether such enquiry should be conducted by the staff of the Vigilance Commission or by the concerned Authorities of the Department; in those cases in which Government are satisfied that a regular enquiry should be conducted and that the conduct of such enquiry should be entrusted to the Vigilance Commission they request the Vigilance Commissioner to get a regular enquiry conducted; the Vigilance Commissioner gets the enquiry conducted and again sends the papers to Government for further action if the regular enquiry conducted by his officer discloses that the accused Government Officer has been guilty of any act which merits the award of any punishment. The procedure prescribed by the Mysore State Vigilance Commission Rules, 1965 and the Mysore Civil Services (Classification, Control and Appeal) Rules may be amended so as to enable the Vigilance Commission not only to have the preliminary investigation conducted but also to order the preliminary enquiry in cases in which the Commission is satisfied that a *prima facie* case of corruption, misconduct, irregularity, etc., has been made out against the officer concerned without obtaining the orders of Government.

50.7. Rule 8 of the Mysore Civil Services (Classification, Control and Appeal) Rules, 1957, implies that Government may either accept or reject the recommendations made by the Vigilance Commission. While this rule may stand as it is a convention may be built up that the recommendations of the Vigilance Commission are ordinarily accepted by Government and that in cases in which recommendations are not accepted the reasons for doing so are intimated to the Vigilance Commission, if necessary, by a confidential letter.

50.8. It was represented to the Commission that investigation suffered for want of co-operation of witnesses and at times owing to the absence of the accused Government Officer. The Commission, therefore, recommends that provision for

the following matters may be made by amending the appropriate rules to ensure quick and effective enquiry :—

- (a) Both the enquiry officer and the Vigilance Commissioner should have the powers of Civil Courts for securing attendance of the delinquent Government servants and the witnesses and the production of documents and for service of notices and summonses in the manner prescribed by the Code of Civil Procedure.
- (b) The Vigilance Commission should be authorised to proceed with the enquiry *ex parte* in cases in which the delinquent Government officers wilfully absent themselves from the proceedings even after having been duly served with notices issued by the Commission.
- (c) The Vigilance Commissioner should be given the power to grant, in his discretion, exemption from appearance to the delinquent Government officer in cases in which he is represented by a Counsel.
- (d) The units of the Bureau of Investigation which are headed by officers not below the rank of a Deputy Superintendent of Police should be declared as Police Stations for purposes of the Criminal Procedure Code.

Procedure to be followed in the conduct of enquiries

50.9. Government had formerly issued procedural instructions for the guidance of Inquiry Officers and those instructions were helpful to them substantially in the conduct of departmental enquiries strictly in accordance with the procedure prescribed by the Mysore Civil Services (Classification, Control and Appeal) Rules, 1957. Government have not, however, examined the need for amendments or modifications that may have to be made in those instructions with reference to the decisions rendered by the High Court and the Supreme Court in regard to procedural matters. It is common experience that wherever the orders passed in departmental enquiries are quashed by the High Court, they do so on account of procedural irregularities or failure on the part of the officer holding the enquiry to follow the rules of natural justice. It is, therefore, desirable that Government should issue revised procedural instructions for the guidance of Inquiry Officers and get them printed with the Mysore Civil Services (Classification, Control and Appeal) Rules as before for reference.

50.10. The Commission consider that the jurisdiction of the Vigilance Commission may be enlarged so as to cover the employees of Local Bodies and Corporations.

Staff

50.11. The staff working under the Vigilance Commission consists of :

(a) staff working against various posts sanctioned on a permanent basis for the former Directorate of Anti-Corruption and continued as permanent staff of the Vigilance Commission ; and

(b) staff taken over on deputation against temporary posts sanctioned for the Directorate from the regular Departments of Government.

50.12. All the officers of other Departments on deputation to the Commission get Special Pay while the officers/officials continued as permanent staff of the Vigilance Commission do not get Special Pay.

50.13. The Commission considers that the liens of the officers who constitute the permanent establishment of the Vigilance Commission may be shifted against corresponding posts in one or the other of the regular Departments of Government and that they may be treated as on deputation to the Vigilance Commission so that the mobility of the officials working in the Commission between the parent departments and the Commission could be ensured. The rules of recruitment may be amended on the lines suggested. In view of this suggestion, no separate scales of pay applicable to the various posts are proposed as the officers on deputation to the Commission will draw pay in the scales applicable to them in their parent departments.

Special Pay

50.14. The Commission considers that having regard to the duties of the post of Personal Assistant to the Vigilance Commissioner he may be given Special Pay at the same rate as for the Private Secretaries to the Ministers. In consonance with the general principles laid down regarding the grant of Special Pay, none of the other officials working in the Vigilance Commission need be granted any Special Pay.

Public Grievances

50.15. The Vigilance Commissioner had previously moved Government to empower him to deal with public grievances. It appears that Government then felt that he had enough work on the Vigilance side ; that even that work was falling into arrears and that it might not be desirable in public interest to overload the Commissioner by entrusting additional responsibilities and duties to him.

50.16. As on the 30th June, 1968, 134 cases were pending before the various officers of the Vigilance Commission. Of them, 32 cases were less than six months old, 55 were over six months but less than twelve months old, 16 were over twelve months but less than twenty-four months old and 31 were over twenty-four months old. This would show that the number of cases pending on the files of the various officers of the Vigilance Commission is really inconsiderable. It was explained that the delays were mostly due to the dilatory tactics adopted by the delinquent officials and absence of powers in the Commission to enforce attendance of witnesses and to hold proceedings *ex parte* if the delinquent officer absented himself wilfully.

50.17. The Vigilance Commissioner is even now taking action for redressal of grievances of parties who approach him for assistance in getting relief at the hands of the officers of various departments. The Vigilance Commissioner has been able to secure such relief by addressing the concerned officers. It would, therefore, be desirable to clothe him with authority to deal with such cases so that he may not be put to any embarrassment by his authority for handling such cases being

questioned by any of the concerned officers to whom he might write in respect of such matters. If necessary, the power may be expressly restricted to grievances against officers of Government only.

Conveyance Allowance

50.18. The commission considers that there is no need to give Conveyance Allowance to any of the staff of the Vigilance Commission as one car, one van and five jeeps have been allotted to the Commission for the use of its officers.

Delegation of Powers

50.19. The Director of Vigilance exercises the powers of a Head of a Major Department. No suggestions or representations have been made to the Commission in regard to further delegation of powers. The Commission considers that the powers already delegated are adequate.



CHAPTER 50

Mysore State Vigilance Commission

Sr. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	Vigilance Commissioner	...	Rs. 3,500	Rs. ---	
2	Director of Vigilance	...	I.A.S. Scale	I.A.S. Scale	
3	Deputy Director of Vigilance	...	(1) I.A.S. Senior Scale or M.A.S. Senior Scale+Special pay Rs. 100 p.m. 900-40-1,100-50-1,300 (2) Scale of District Judge 1,100-50-1,200-60-1,800 I.P.S. Scale	I.A.S. Senior Scale or 1,100-50-1,300-60-1,600 1,300-60-1,600-50-1,800 I.P.S. Scale	
4	Deputy Inspector of Police	...	900-40-1,100-50-1,300 + Special pay Rs. 100 p.m.	1,100-50-1,300-60-1,600	
5	Superintending Engineer	...	I.P.S. Scale	I.P.S. Scale	
6	Superintendent of Police	...	I.P.S. Scale+Special pay Rs. 100 p.m. or 450-30-660-40-900+Special pay Rs. 100 p.m.	I.P.S. Scale	
7	Assistant Director of Vigilance	...	350-25-650-30-800+Special pay Rs. 50 p.m.	400-30-700-EB-40-900	
8	Accounts Officer	...	350-25-650-30-800+Special pay Rs. 55 p.m.	400-30-700-EB-40-900	
9	Headquarters Assistant	...	350-25-650-30-800 + Special pay Rs. 50 p.m.	400-30-700-EB-40-900	
10	Executive Engineer	...	(1) 600-40-1,000 + Special pay Rs. 75 p.m. (2) 600-40-1,000 + Special pay Rs. 80 p.m.	700-40-900-50-1,200	

Mysore State Vigilance Commission—(Contd.)

Sl. No.	Designation	No. of Posts	Existing Scale of Pay and Special Pay	Recommended Scale of Pay and Special Pay	Remarks
			Rs.	Rs.	
11	Assistant Engineer	...	1 300—25—500—20—700 + Special pay Rs. 50 p.m.	350—25—600—30—780—EB—40—900	
12	Junior Engineer	...	1 200—10—300—15—375 + Special pay Rs. 30	275—20—375—EB—25—525	
13	Personal Assistant to Vigilance Commissioner.	1	250—20—350—25—500 + Special pay Rs. 35 p.m.	250—10—300—15—420—EB—20—500 + Special Pay Rs. 50 p.m.	
14	Legal Assistant	...	1 250—20—350—25—500	275—20—375—EB—25—525	
15	Deputy Superintendent of Police	...	6 300—20—400—25—500 + Special pay Rs. 50 p.m.	400—30—700—EB—40—900	
16	Inspector of Police	...	15 225—10—285—15—375 + Special pay Rs. 30 p.m.	275—20—375—EB—25—525	
17	Sub-Inspector of Police	...	27 150—8—190—10—270 + Special pay Rs. 20 p.m.	175—10—275—15—350—EB—20—450	
18	Office Superintendent	...	1 250—15—310—20—470	275—20—375—EB—25—525	
19	Auditor Grade I	...	1 220—10—320—15—440 + Special pay Rs. 30 p.m.	250—10—300—15—420—EB—20—500	
20	Auditor Grade II	...	1 150—8—190—10—270 + Special pay Rs. 20 p.m.	140—5—150—8—190—EB—10—260—15—290	
21	Selection Grade Stenographer	...	1 225—10—285—15—375	250—10—300—15—420—EB—20—500	
22	Stenographer	...	8 (1) 110—5—150—8—190—10—260—15—320 or 120—5—150—8—190—10—240 + Special pay Rs. 15 p.m. (except for 4 Stenographers) and a Stenographers' Allowance Rs. 30 p.m.	175—10—275—15—350—EB—20—450 or 140—5—150—8—190—EB—10—260—15—290 + Special pay Rs. 30 p.m.	
23	First Division Clerk	...	13 120—5—150—8—190—10—240 + Special pay Rs. 15 p.m. (except in case of six 1 Division Clerks)	140—5—150—8—190—EB—10—260—15—290	
24	Second Division Clerk	...	10 80—3—110—4—130—5—150 + Special pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200	

Mysore State Vigilance Commission (Concl'd.)

No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
25	Typist	12	80-3-110-4-130-5-150+ Typing Allowance Rs 10 p.m. + Special Allowance Rs. 10 p.m. (except in case of one typist)	95-3-125-4-145-5-200+ Special pay Rs. 10 p.m.	
26	Head Constable	46	85-2-105+Special pay Rs. 8 p.m.	95-3-125-4-145-5-200	
27	Constable	57	65-1-70-2-90 + Special pay Rs. 5 p.m.	85-2-95-3-125-4-145	
28	Van Driver	7	70-2-80-3-110	85-2-95-3-125-4-145	
29	Jamedar	2	70-2-90	85-2-95-3-125-4-145	
30	Attender	3	70-2-90	85-2-95-3-125-4-145	
31	Van Cleaner	9	55-1-65	60-1-80-2-90	
32	Cycle Orderly	3	50-1-60	60-1-80-2-90	
33	Dalayat	31	50-1-60	60-1-80-2-90	
34	Watchman	2	50-1-60	60-1-80-2-90	
35	Sweeper	1	50-1-60	60-1-80-2-90	

CHAPTER 51

Drugs Control Department.

51.1. The Director of Public Health was notified as the Licensing and Controlling Authority under the Drugs Control Act, in 1957. A small unit was constituted in 1959 under the Director of Public Health as *Ex-Officio* Drugs Controller. During 1962, the Unit was made a separate and independent Department with a full time Drugs Controller. In the III Five Year-Plan, the Drugs Testing Laboratory for analysis of different types of drugs was commissioned. In 1964, a separate and independent College of Pharmacy was started and placed directly under the administrative control of this Department. This College caters to over 300 students and provides various courses in Pharmacy. The functions of this Department are mainly :

- (i) enforcing various statutes relating to drugs control and implementing the schemes under the Health Programme ;
- (ii) analysis of different types of drugs through the Drugs Testing Laboratory which is under the administrative control of this Department ; and
- (iii) Pharmaceutical Education.

51.2. This Department is classified as a Minor Department. The Drugs Controller is the Head of this Department. He is the Controlling and licensing authority under the provisions of the Drugs and Cosmetics Act, 1940. He is also in overall charge of the enforcement of the Poisons Act, 1919, the Drugs and Magic Remedies (objectionable advertisement) Act, 1954 and the Pharmacy Act, 1948. He is assisted by a Deputy Drugs Controller, three Assistant Drugs Controllers, two Drugs Inspectors (Headquarters) and 20 Drugs Inspectors at the Divisional level (6 Divisions consisting of 20 Districts) and other Officers. The Drugs Testing Laboratory is under the control of the Superintendent assisted by a Senior Chemist, a Bio-Chemist, a Pharmacologist and other non-gazetted Officers. The Government College of Pharmacy is under the immediate control of the Principal.

Creation of the posts of Law Officer, Senior Drugs Inspectors

51.3. At present, one of the Assistant Drugs Controllers is looking after complaints, investigations, Court cases, etc., relating to this Department. There are 22 Drugs Inspectors in the Department. It was represented to the Commission that it would be necessary to create six posts of Senior Drugs Inspectors and one post of Law Officer based on the Report of the Committee on Drugs Control constituted by the Government of India. It was also represented that the posts of Senior Drugs Inspectors would be necessary at the Divisional level to supervise and guide the work of the Drugs Inspectors in charge of Districts. The Commission, after examining all the points made on behalf of the Department,

finds that there is no need to create the posts of Senior Inspectors at a level intermediate between the posts of Assistant Drugs Controllers and the Drugs Inspectors for supervising and guiding the work of the Drugs Inspectors. The Commission, however, recommends that four posts of Drugs Inspectors may be converted into posts of Senior Drugs Inspectors so as to provide promotional opportunities to the Inspectors and that the Senior Inspectors may be posted to the heavier Districts. The Commission also considers that there is no need to create a separate post of Law Officer and that it would be adequate to continue the existing arrangement, namely, one of the Assistant Drugs Controllers (who is duly qualified) attending to this work.

Drugs Testing Laboratory

51.4. The Drugs Testing Laboratory is under the administrative Control of this Department. It was represented that the Superintendent of this Laboratory should be treated as the head of a Minor Department. It was, however, clarified on behalf of the Department that the Laboratory had got 2 Sections and facilities to analyse only certain types of drugs and that other types of Drugs were being sent to the laboratory run by the Government of India for analysis. It was represented that it was necessary to add six more sections so that the Laboratory might become a full-fledged Drugs Testing Laboratory in the State with all facilities for the analysis and standardisation of all categories of drugs. It was added that this Department had been approached by the Governments of Assam and Orissa for analysis of drugs sent by them, that the Government of India had also asked the Department whether the Laboratory could afford the necessary facilities to them and that the Department could undertake such work and provide whole time work to all the Sections if they were sanctioned. The Commission considers that there is no need to declare the Superintendent, Drugs Testing Laboratory as the Head of a Minor Department as his work is not independent of the main Department nor is he called upon to discharge duties and responsibilities independently of the Drugs Controller which would justify his being declared the Head of a Minor Department. The Commission suggests that the question of adding six more sections to the Drugs Testing Laboratory may lie over and the existing arrangements for the analysis of drugs which cannot be analysed locally with the existing facilities may continue for the present. The additional sections may be created according to a phased programme depending on the quantum of work involved in each of such sections thus making the Laboratory a full-fledged one within a period of five years or so. As and when the Laboratory receives requisitions for analysing the drugs sent by Governments of other States and by the Government of India, the capacity of the existing sections may be increased depending on the additional work-load devolving on the Laboratory.

Police Wing

51.5. During the course of discussion, it was represented by the Drugs Controller that a separate Police Wing would be necessary for the Department as they were not able to get Police help in time. It was stated that such Police

Wings had been sanctioned by the Governments of Maharashtra, West Bengal and Andhra Pradesh. This matter was discussed with the Inspector-General of Police, the Secretary to Government in the Home Department and the Secretary to Government in the Health and Municipal Administration Department. The Commission considers that the Drugs Controller need not have a separate Police Wing under him as it may not be desirable to have Police Cells for individual Departments and that the regular Police may be asked to give him such assistance as he requires.

Cadre and Recruitment Rules and Scales of Pay

51.6. Even though the Department was constituted as a separate and independent Department as long back as in 1962, the Cadre and Recruitment Rules for this Department have not been finalised yet. Government may take suitable steps to finalise the Cadre and Recruitment Rules early and regularise the present appointments.

51.7. As the draft Cadre and Recruitment Rules as proposed by the Drugs Controller are being applied for the present, the Commission has based its recommendations on these Rules. The Commission is of the view that in cases in which conveyance allowance and/or special pay is attached to an isolated post or to all posts in a cadre it would be more appropriate to so regulate the scale of pay for such posts as to compensate the officers drawing such conveyance allowance or special pay fully for the duties and responsibilities attached to the posts than to continue such conveyance allowance or special pay. Several of the posts in this Department carry conveyance allowance. The scale of pay for these posts are regulated in consonance with the principle indicated above.

Drugs Controller : (1) (Rs. 800—40—1,000—50—1,100)

51.8. According to the draft Rules of Recruitment, appointment to the post of Drugs Controller can be made by promotion on the basis of selection from the cadre of Deputy Drugs Controller. The Commission considers that this mode of recruitment would be adequate. However, the words 'by selection' may be deleted as there is only one post of Deputy Drugs Controller in the Department.

51.9. The scale of pay prescribed for this post is Rs. 800—40—1,000—50—1,100. The post also carries a conveyance allowance of Rs. 75 per month. The scale of pay for this post may be fixed as Rs. 900—40—1,100—50—1,300.

Deputy Drugs Controller : (1) (Rs. 600—40—1,000)

51.10. According to the draft Rules of Recruitment, the post of Deputy Drugs Controller is to be filled by promotion from the cadre of Assistant Drugs Controllers. The Commission considers that it would be desirable to provide for this post being filled from the cadre of Assistant Drugs Controllers by selection. The Rules of Recruitment may be framed accordingly.

51.11. The scale of pay for this post is Rs. 600—40—1,000. The post carries a conveyance allowance of Rs. 75 per month. The scale of pay for this post may be fixed as Rs. 800—40—1,000—50—1,200.

Assistant Drugs Controllers : (3) (Rs. 300—25—550—30—700)

51.12. These posts are to be filled, according to the draft Rules of Recruitment, by promotion from the cadre of Drugs Inspectors on the basis of seniority-*cum*-merit. The Commission has recommended in para 51.3 that a new cadre of Senior Drugs Inspectors might be created and filled by the promotion of Drugs Inspectors. The posts of Assistant Drugs Controllers may be filled by the promotion of Senior Drugs Inspectors on the basis of seniority-*cum*-merit. The Rules of Recruitment may be framed accordingly.

51.13. These posts are in the scale of pay of Rs. 300—25—550—30—700. They carry a conveyance allowance of Rs. 75 per month. The scale of pay for these posts may be fixed as Rs. 450—30—660—EB—40—900.

Drugs Inspectors : (22) (Rs. 250—20—350—25—500)

51.14. The draft Rules of Recruitment provide that the posts of Drugs Inspectors have to be filled by direct recruitment of graduates in Pharmacy or Pharmaceutical Chemistry or persons holding post-graduate degree in Chemistry with Pharmaceutics as a special subject or diploma holders in Pharmaceutical Chemistry granted by the Pharmaceutical Society of Great Britain or graduates in Medicine or Science who have had at least one year's post-graduate training in a Laboratory or a Fellow of the Royal Institute of Chemistry of Great Britain (Branch E). The Commission considers that this mode of recruitment is adequate.

51.15. It has been recommended earlier that four posts of Drugs Inspectors may be converted into posts of Senior Drugs Inspectors. The posts of Drugs Inspectors are in the scale of pay of Rs. 250—20—350—25—500 and they carry a conveyance allowance of Rs. 35 per month. The scale of pay may be fixed for the Senior Drugs Inspectors as Rs. 350—25—600—30—780—EB—40—900; and for the Drugs Inspectors as Rs. 300—25—550—EB—30—700.

Superintendent, Drugs Testing Laboratory : (1) (Rs. 600—40—1,000).

51.16. Under the draft Rules of Recruitment, this post is to be filled either by promotion from the cadre of Pharmacologist/Senior Chemist/Bio-Chemist on the basis of seniority-*cum*-merit or by direct recruitment of graduates in Pharmacy and Chemistry who should have undergone training in Modern methods of Analysis and who should have 10 years' Research/Training/Administrative experience of the Drugs and Cosmetic Act and Rules thereunder or persons who possess a degree of M. Sc. in Chemistry/Bio-Chemistry/Microbiology/Pharmacology. The post requires a high degree of specialisation and it is, therefore, necessary to retain both the modes of recruitment.

51.17. The scale of pay for this post may be fixed as Rs. 700—40—900—50—1,200.

Bio-Chemist : (1)
Senior Chemist : (1)
Pharmacologist : (1)

} (Rs. 300—25—550—30—700)

51.18. These posts are proposed to be filled by promotion from the cadre of Junior Chemists on the basis of seniority-cum-merit or by direct recruitment. The qualifications prescribed for these posts are as under :

Pharmacologist : Degree in Medicine or a degree in Pharmacy or Science.

Senior Chemist : A First or Second Class Degree in Pharmaceutical Chemistry or a Post-graduate degree in Chemistry with Pharmaceutics as a special subject.

Bio-Chemist : A First or Second Class degree in Pharmaceutical Chemistry or a Post-graduate degree in Bio-Chemistry.

The Commission suggests that both the modes of recruitment may be retained.

51.19. The scale of pay for these posts may be fixed as Rs. 350—25—600—30—780—EB—40—900.

Principal, Government College of Pharmacy : (1) (Rs. 600—40—1,000)

51.20. According to the draft Rules of Recruitment, appointment to this post can be made either by promotion on the basis of seniority-cum-merit from the cadre of Readers or by direct recruitment of persons who have had the Post-graduate degree in Pharmacy with experience of 3 years in teaching line/Industrial and/or Administrative line. The Commission suggests that both the modes of recruitment may be retained.

51.21. This post is in the scale of pay of Rs. 600—40—1,000 and carries a special pay of Rs. 100 per month. The scale of pay for this post may be fixed as Rs. 800—40—1,000—50—1,200.

Readers : (2) (Rs. 600—40—1,000)

51.22. These posts are proposed to be filled either by promotion on the basis of seniority-cum-merit from the cadre of Assistant Professors or by direct recruitment of persons who possess a Post-graduate degree in Pharmacy. The Commission considers that the existing modes of recruitment are adequate.

51.23. The scale of pay for these posts may be Rs. 700—40—900—50—1,200.

Assistant Professors : (4) (Rs. 450—25—750—30—900)

51.24. These posts are proposed to be filled either by promotion on the basis of seniority-cum-merit from amongst Lecturers in Pharmacy or by direct recruitment of persons who possess a Post-graduate degree in Pharmacy. The Commission suggests that both the modes of recruitment may be retained.

51.25. The scale of pay for these posts may be Rs. 500—30—650—40—850—EB—50—1,000.

Lecturers : (7) (Rs. 230—20—350—25—500)

51.26. There are seven posts of Lecturers, two in Pharmacy and five in Non-Pharmacy subjects. The Lecturers are proposed to be appointed by direct recruitment of graduates in Pharmacy. The Commission considers that this mode of recruitment is adequate.

51.27. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Superintendent (Office) : (1) (Rs. 225—10—285—15—375)

51.28. This post is proposed to be filled by promotion from the cadre of Manager/Statistician on the basis of seniority-cum-merit. It has been recommended in a subsequent paragraph that the post of Statistician should be transferred to the common cadre in the Bureau of Economics and Statistics. The mode of recruitment may provide for promotion to this post from the cadre of Managers (proposed to be redesignated as Superintendents).

51.29. At present, the ministerial head of the Office is a Superintendent in the scale of pay of Rs. 225—10—285—15—375. It was represented that in view of the expanding activities of the Department it would be necessary to have a post of an Administrative Officer (Gazetted) in the scale of pay of an Assistant Commissioner to look after all routine service and administrative matters. The Commission considers that there is no need to upgrade the post of the office Superintendent to the rank of an Assistant Commissioner (Class I Junior Scale) but that this post may be converted into that of a Manager in the scale of pay of Rs. 250—10—300—15—420—EB—20—500)

Accounts Superintendent : (1) (Rs. 220—10—320—15—440)

51.30. This post is proposed to be filled by taking on deputation an officer holding a corresponding post in the State Accounts Department. The scale of pay for this post may be the same as is recommended for officers holding comparable posts in the State Accounts Department.

Demonstrators : (2) (Rs. 150—8—190—10—300)

51.31. These posts are proposed to be filled by direct recruitment of graduates in Pharmacy. This mode of recruitment is adequate. The scale of pay for these officers may be Rs. 175—10—275—15—350—EB—20—450.

Junior Chemists : (4) (Rs. 150—8—190—10—320—15—350)

51.32. These posts are proposed to be filled either by promotion from the cadre of Laboratory Technician Grade I or by direct recruitment of graduates in Pharmacy. These modes of recruitment are adequate. The scale of pay for these posts may be fixed as Rs. 175—10—275—15—350—EB—20—450.

Statistician : (1) (Rs. 150—8—190—10—270)

51.33. It has already been recommended that the posts of Statisticians in all the field Departments should be transferred to the common cadre in the Bureau of Economics and Statistics and Officers taken on deputation from that Department. Necessary provision may be made in the Cadre and Recruitment Rules of this Department accordingly. The official working at present against this post may either be given the option to continue in this Department for being absorbed in any of the corresponding posts in the Department or to get transferred to the Bureau of Economics and Statistics. The scale of pay for this post may be the same as that for corresponding posts in the Bureau.

Laboratory Technician Grade I (Drugs) : (3) (Rs. 140—5—150—6—180—10—200)

51.34. These posts are proposed to be filled by promotion from the cadre of Laboratory Technician Grade II/Technician on the basis of seniority-cum-merit or by direct recruitment of graduates in science. These modes of recruitment may be adopted.

51.35. The scale of pay for these posts may be the same as is recommended for the corresponding posts in the Department of Health and Family Planning Services.

Accountant : (1) (Rs. 120—5—150—8—190—10—240)

51.36. This post is proposed to be filled either by deputation from the State Accounts Department or by promotion from the cadre of Cashier/First Division Clerk/Record Keeper. The Commission suggests that only the former mode of recruitment may be retained. The scale of pay for the post may be the same as that recommended for corresponding posts in the State Accounts Department.

Librarian/Library Assistant : (2), Examiner (Advertisement) (2) : (Rs. 110—5—150—6—180—10—220)

51.37. These posts are proposed to be filled by direct recruitment of candidates who have passed the Intermediate or P.U.C. examination with Diploma in Library Science. This mode of recruitment is adequate. The scale of pay for these posts is identical with that of I Division Clerks. These officials may be given the scale of pay applicable to the post of I Division Clerks.

Laboratory Technician Grade II : (3) (Rs. 100—5—150—6—180—10—200)

51.38. These posts are proposed to be filled by direct recruitment of candidates who have passed the Intermediate or P. U. C. examination with Chemistry as “elective” subject. This mode of recruitment is adequate. The scale of pay for these posts may be the same as that recommended for the corresponding posts in the Department of Health and Family Planning Services.

Technicians (College) : (4) (Rs. 100—5—150—6—180)

51.39. These posts are proposed to be filled by direct recruitment of candidates who have passed the Intermediate or P. U. C. examination with Chemistry as “elective” subject. This mode of recruitment is adequate. The scale of pay for these officials may be the same as that for officials holding comparable posts in the other allied Institutions of Government.

Store Keeper : (1) (Rs. 120—5—150—8—190—10—240)

51.40. This post is proposed to be filled by promotion from the Cadre of Cashier/I Division Clerk/Record Keeper/Examiner. This post may be included in the Cadre of I Division Clerks and the Rules of Recruitment framed on this basis. The scale of pay for this post may be the same as that for I Division Clerks.

Electrician-cum-Mechanic : (1) (Rs. 150—8—190—10—320)

Mechanic : (1) (Rs. 140—5—150—8—190—10—250)

51.41. These posts are proposed to be filled either by direct recruitment of diploma holders in Mechanical/Electrical Engineering or by deputation from other Departments. The Commission considers that the first alternative mode of recruitment, *viz.*, direct recruitment may not be necessary as there would be no promotional opportunities for these officials in this Department. It would be better to fill these posts by taking on deputation officials holding corresponding posts in the Department of Technical Education. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents may be shifted against corresponding posts in the Department of Technical Education and they may be treated as on deputation to this Department.

51.42. The scale of pay for these posts may be the same as that for the corresponding posts in the Department of Technical Education.

Laboratory Attendants : (4) (Rs. 70—2—90)

51.43. These posts are proposed to be filled by promotion from other Class IV Servants or by direct recruitment of persons who have passed the VIII standard examination. These modes of recruitment are adequate and may be retained. The scale of pay for these posts may be the same as that for the corresponding posts in the other Departments of Government.

Common Posts

Managers : (6) (Rs. 150—8—190—10—270) (to be redesignated as Superintendents).

I Division Clerks/Cashier/Record Keeper : (15) (Rs. 110—5—150—6—180—10—220).

Stenographer (Senior) : (1) (Rs. 110—5—150—6—180—10—220) + Special Pay Rs. 30 per month.

Stenographers (Junior) : (2) (Rs. 80—3—110—4—130—5—150) + Special Pay Rs. 20 per month.

Typists : (2) (Rs. 80—3—110—4—130—5—150) + Special pay Rs. 10 per month.

II Division Clerks : (11) (Rs. 80—3—110—4—130—5—150).

II Division Clerks-cum-Typists : (20) (Rs. 80—3—110—4—130—5—150) + Special pay Rs. 5 per month.

Attenders : (6) (Rs. 70—2—90).

Cycle Orderly, Servants, Peons, Watchman-cum-Sweeper, Home Orderly, Malis : (36) (Rs. 50—1—60).

51.44. These are posts common to all Departments of Government and the scales of pay prescribed for these posts in all Departments may apply to them in this Department also. Special pay to the Stenographers, Typists and Cycle Orderlies may be regulated in accordance with the general principles laid down in Chapter 5.

Delegation of Powers

51.45. It is understood that the Drugs Controller has sent proposals to Government regarding the delegation of powers to the Drugs Controller, the Superintendent, Drugs Testing Laboratory and to the Principal, College of Pharmacy, Bangalore. It was stated that the Finance Department had not yet agreed to the proposals sent by the Drugs Controller. The Commission considers that the general powers vested in the other Heads of Departments under the Manual of Financial Powers may be continued to be exercised by the Drugs Controller also. The proposed special powers which need mention are (i) to incur investigational charges and to remunerate informants helping investigation upto Rs. 25 in each case and upto Rs. 500 per annum; (ii) to grant rewards upto a maximum limit of Rs. 100 in each case, subject to the total sanctioned provision available for such rewards; rewards being awarded only in exceptional cases with sound discretion.

51.46. Taking into consideration the nature of work performed by this Department, the Commission considers that the special powers now vested in the Superintendent of Police under the Manual of Financial Powers in this regard may be made applicable to the Drugs Controller. As regards the delegation of powers to his subordinate officers, *viz.*, the Superintendent, Drugs Testing Laboratory and the Principal, Government College of Pharmacy, Bangalore, the Commission recommends that such of the powers as are now vested in the Heads of Offices under the Manual of Financial Powers may be made applicable to these two Officers.



CHAPTER 51

Drugs Control Department

No.	Designation	No. of Posts	Existing Scale of Pay and Special Pay	Recommended Scale of Pay and Special Pay	Remarks
			Rs.	Rs.	
1	Drugs Controller	1	800—40—1,000—50—1,100 +Conveyance Allowance Rs. 75 p.m.	900—40—1,100—50—1,300	
2	Deputy Drugs Controller	1	600—40—1,000 + Conveyance Allowance Rs. 75 p.m.	800—40—1,000—50—1,200	
3	Superintendent, Drugs Testing Laboratory	1	600—40—1,000	700—40—900—50—1,200	
4	Principal, Government College of Pharmacy	1	600—40—1,000 + Special pay Rs. 100 p.m.	800—40—1,000—50—1,200	
5	Reader	2	600—40—1,000	700—40—900—50—1,200	
6	Assistant Professor	4	450—25—750—30—900	500—30—650—40—850—EB—50—1,000	
7	Assistant Drugs Controller	3	300—25—550—30—700 + Conveyance Allowance Rs. 75 p.m.	450—30—660—EB—40—900	
8	Senior Chemist	1	} 300—25—550—30—700	350—25—600—30—780—EB—40—900	New posts to be created.
9	Bio-Chemist	1			
10	Pharmacologist	1			
11	Senior Drugs Inspector	4	...	350—25—600—30—780—EB—40—900	
12	Drugs Inspector	18	250—20—350—25—500 + Conveyance allowance Rs. 35 p.m.	300—25—550—EB—30—700	
13	Lecturer	7	230—20—350—25—500	275—20—375—EB—25—525	
14	Superintendent (Office)	1	225—10—285—15—375	250—10—300—15—420—EB—20—500	To be designated as Manager
15	Accounts Superintendent	1	220—10—320—15—440	250—10—300—15—420—EB—20—500	
16	Junior Chemist	4	150—8—190—10—320—15—350	175—10—275—15—350—EB—20—450	
17	Demonstrator	2	150—8—190—10—300	175—10—275—15—350—EB—20—450	
18	Electrician-cum-Mechanic	1	150—8—190—10—320	175—10—275—15—350—EB—20—450	

Drugs Control Department—(Concl'd)

Sl. No.	Designation	Number of posts	Existing Scale of Pay and Special Pay	Recommended Scale of Pay and Special Pay	Remarks
			Rs.	Rs.	
19	Statistician	...	1 150-8-190-10-270	175-10-275-15-350-EB-20-450	Post to be transferred to the Bureau of Economics and Statistics
20	Manager	...	150-8-190-10-270	175-10-275-15-350-EB-20-450	To be designated as Superintendent Grade II
21	Mechanic	...	1 140-5-150-8-190-10-250	175-10-275-15-350-EB-20-450	
22	Laboratory Technician Grade I (Drugs)	3	140-5-150-6-180-10-200	140-5-150-8-190-EB-10-260-15-290	
23	Accountant	...	1 120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
24	Librarian/Library Assistant	...	2 110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
25	Store-Keeper	...	1 120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
26	Examiner (Advertisement)	...	2 110-5-150-5-180-10-220	140-5-150-8-190-EB-10-260-15-290	
27	First Division Clerk, Cashier	...	15 110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
28	Record-Keeper	...	1 110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
29	Stenographer (Senior)	...	+Special pay Rs. 30 p.m.	+Special pay Rs. 30 p.m.	
29	Laboratory Technician, Grade II	3	100-5-150-6-180-10-200	110-4-130-5-170-EB-6-200	
30	Technician (College)	...	4 100-5-150-6-180	110-4-130-5-170-EB-6-200	
31	Stenographer (Junior)	...	2 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
32	Typist	...	+Special pay Rs. 20 p.m.	+Special pay Rs. 20 p.m.	
32	Typist	11	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
33	Second Division Clerk	...	+Special pay Rs. 10 p.m.	+Special pay Rs. 10 p.m.	
33	Second Division Clerk	11	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
34	Second Division Clerk-cum-Typist	...	+Special pay Rs. 5 p.m.	+Special pay Rs. 5 p.m.	
34	Second Division Clerk-cum-Typist	20	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
35	Laboratory Attendant	...	4 70-2-90	85-2-95-3-125-EB-4-145	
36	Attender	...	6 70-2-90	85-2-95-3-125-EB-4-145	
37	Cycle Orderly, Servant, Peon, Watchman, Home Orderly, Mali	...	36 50-1-60	60-1-80-2-90	

CHAPTER 52

Department of Health and Family Planning Services

52.1. After the reorganisation of States in the year 1956, the Senior Surgeon who was in charge of the Medical Services was designated as the Director of Medical Services and the Director of Public Health was in charge of the Health Services. In the year 1965, both these Departments were amalgamated and brought under the administrative control of one officer designated as the Director of Health Services. The designation of the Department was changed in the year 1968 as the Department of Health and Family Planning Services.

52.2. The Department comprises three branches, namely, Medical and Health, Medical Education and Department of Indian Medicine. This Department is classified as a Major Department.

52.3. The Director is the Head of the Department ; he is assisted by four Joint Directors at the State level each in charge of Medical Laboratories, Health and Medical Education Units. Other Technical Officers at the State level are, five Deputy Directors, eleven Assistant Directors, a Superintendent of Nursing Services, a Bacteriologist, a Senior Chemist and a Food Analyst.

52.4. On the administrative side, there is an Administrative Officer assisted by an Assistant Administrative Officer and a Financial Assistant.

52.5. At the District level, the District Surgeon is in charge of the District Hospital and the District Health and Family Planning Officer is in-charge of the other items of work of the Department as also the Hospitals and Dispensaries below the District level. The District Health and Family Planning Officer is assisted by Assistant District Health Officer, Family Planning Officer and Nursing Supervisor with the necessary subordinate staff and field workers. The District Health Laboratories are manned by Medical Officers of Health, Laboratory Technicians and Attendants. The District Surgeon is assisted by the Resident Medical Officer, Medical Officers including Specialists and Tutors in Charge of Training Centres, with the necessary technical staff. At the Block level, there is a Medical Officer of Health supported by Senior Health Inspector or Laboratory Technician, Block Level Extension Educator, Public Health Nurse or Health Visitor and Field Workers like Basic Health workers and Auxiliary Midwives. On the Medical Education side there are various Medical Colleges, Dental Colleges, Special Institutions attached to Hospitals, Laboratories, District Tuberculosis Centres, etc., with the necessary Tutorial and Technical staff.

52.6. There are various categories of technical and ministerial staff in the various offices and in the Directorate.

Amalgamation of the Department

52.7. It was represented to the Commission that the amalgamation of the Department of Health Services in 1965 resulted in certain anomalies in the

service conditions of the officials of the three units which were integrated as enumerated below :—

(a) The promotions were being regulated according to the different Cadre and Recruitment Rules pertaining to the individual units, in view of the fact that there was no common inter-departmental seniority list for all the units together and that common Cadre and Recruitment Rules were issued only in respect of a few posts in the Department ;

(b) The Second Division Clerks of the Public Health Branch were being promoted on completion of five years of service in that cadre, whereas their counterparts in the Medical and the Indian Medicine Branches were not getting promotions ;

(c) There were gazetted posts of Lay Secretaries only in the Medical and the Indian Medicine Cadres and not in the Public Health Cadre, though the total number of ministerial staff was comparatively less in the former two Cadres. The cadre strength of ministerial staff of the Department might, therefore, be rationalised to provide for promotional opportunity to gazetted posts for the ministerial staff in the Public Health Branch also from the common seniority list of the personnel of the Department ; and

(d) The promotional avenues for the ministerial staff of the Public Health Cadre was much less than for the staff belonging to the Medical Cadre.

52.8. It was stated on behalf of Government that mere framing of common Cadre and Recruitment Rules might not solve the difficulties created by the amalgamation, unless, a common Inter-departmental seniority list in respect of different categories of staff was finalised.

52.9. After examining the points made in the representation, the Commission recommends that the ministerial cadres in all the three sections, viz. Medical, Health and Medical Education might be integrated into a single cadre, a common seniority list might be prepared and promotions regulated on the basis of the integrated list. Since, however, it is likely to take time (as unlike in the Technical Wing a common list is yet to be prepared) the existing arrangement of having separate seniority lists in the different sections may be continued, pending preparation of the combined list and promotions may be ordered in each section without prejudice to the rights of these officials as might be determined after preparation of common seniority lists finally.

52.10. It was represented to the Commission that the duties and responsibilities of Medical Officers working in the Public Health wing were more onerous than those of the Officers working in the Medical wing who had the added advantage of having private practice, which was denied to the Officers of the Public Health wing. It was stated that there was reluctance on the part of Medical personnel to accept Public Health assignments and consequently, it had become difficult to make doctors volunteer for Post-Graduate Education in Public Health. The Official Committee appointed by Government which went into this question had recommended the creation of a Cadre of Deputy District

Health Officers with reasonable scales of pay to create incentives for the doctors to opt for the Public Health wing. There is already common recruitment at the level of the Assistant Surgeons-cum-Class II Health Officers for the Medical and Public Health Sections. Officers who enter this cadre have to elect or the authorities have to indicate the wings to which each of them would have to be allotted when they are due for promotion to the next higher cadre ; such election or selection would be based on the special qualifications that they acquire and the work which they were handling in the lower cadre. The Commission, therefore, recommends that there could be integration of Medical and Health Sections and that there could be a single list of seniority for purposes of promotion to the level immediately above the level of entry ; the placement of each officer may, however, depend upon his specialisation.

52.11. In view of the suggestion that there should be common lists of seniority for the doctors, the Commission is of the opinion that there is no need for creating a separate cadre of Deputy District Health Officers as suggested to the Commission.

Joint Directors

52.12. There are at present four posts of Joint Directors in the Department of Health Services, one each for Medical, Health, Medical Education and Special System (Indian Medicine). After examining the question whether it is necessary to retain all the four posts in view of the duties and responsibilities attached to each of them, the Commission recommends that the posts of Joint Director (Medical) and Joint Director (Health) would have to continue as a permanent measure and that the post of Joint Director (Medical Education) may continue for the present and the need for the continuance of this post may be reviewed about three years later and the post continued if it is found that there is justification for its continuance. This post may be abolished if there is no need for its continuance and the work which this Joint Director is now doing may be transferred to the Joint Director (Medical). The post of Joint Director (Special System) may be abolished and the work which that Joint Director is now doing may be transferred to the Joint Director (Medical) immediately.

52.13. The Medical Education wing and the Special System wing of the Department have necessarily to be retained as separate units below the level of the Joint Director and appointments made against the various posts in these Sections keeping in view the specialised qualifications required of the candidates for filling each post.

Standardisation of Ministerial staff sanctioned for the District Hospitals— Staffing pattern.

52.14. A Note proposing revised staffing pattern of ministerial staff at District and other Major Hospitals in the State for carrying on the work relating to Administration, Accounts and Stores has been submitted for the consideration of the Commission. The Commission has examined the points made but finds that the material placed before it is not adequate to enable it to make any firm

recommendations. The Commission, therefore, recommends that a "Time and Motion Study" of the work-load may be got conducted and the staff required for each District Hospital in the light of the work study sanctioned.

Creation of posts of Lay Secretaries for all the Districts

52.15. It was urged before the Commission that the posts of Lay Secretaries (Gazetted) should be created in all the District Health and Family Planning Offices to assist the District Health and Family Planning Officers as their work had increased considerably on account of the Family Planning work and as the Managers in the Office would not have adequate status to deal with matters at the District level. It was added that the creation of such posts would also provide promotional opportunities for the ministerial staff of the Public Health section.

52.16. The Commission agrees that the work in these offices has increased and that adequate assistance should be provided to the District Health and Family Planning Officers and accordingly recommends that 19 posts of Lay Secretaries may be created for working as Headquarters Assistants to the District Health and Family Planning Officers. It has been represented to the Commission that the work has increased in the Directorate also and that two posts of Gazetted Assistants in the same grade as the Lay Secretaries should be sanctioned for the Directorate. The Commission recommends that two posts may be sanctioned as represented.

Upgrading the post of Deputy Director, Family Planning

52.17. It was represented before the Commission that the Government of India have suggested that the post of Deputy Director (Family Planning) should be upgraded as Joint Director (Family Planning) in view of the importance attached to Family Planning Programmes. The Commission considers that the proposal is reasonable and in view of the nation-wide propaganda and momentum which the Family Planning movement is gaining with the substantial assistance of the Central Government the post of the Deputy Director (Family Planning) may be upgraded to the status of Joint Director in keeping with the status of other Officers of the Department in charge of the important functions and activities of the Department.

Creation of the post of Assistant Controller in the Directorate

52.18. It was represented to the Commission that the Deputy Controller of Accounts attached to the Directorate was not in a position to cope with the entire accounts and financial aspects of the Department in addition to undertaking periodical audit of the accounts of the four Medical Colleges and other Hospitals in the State; that he required relief in respect of at least a portion of the work which he was handling and that one post of Assistant Controller might be created for dealing exclusively with the accounts relating to Family Planning work as the accounts relating to this item of work had to be kept neatly and accurately as this Scheme was eligible for assistance from the Government of India and such assistance would be available only if the accounts were rendered properly. Taking into consideration all the relevant points, the Commission recommends that one post

of an Assistant Controller may be created in the Directorate in addition to the existing post of a Deputy Controller and that this post may be filled by taking an Officer in the cadre of Assistant Controllers on deputation from the State Accounts Department. It is also suggested that the Deputy Controller and the Assistant Controller may work independently of each other—one in the Medical Section and the other in the Public Health Section subject to the condition that in matters of policy relating to his charge, the Assistant Controller may route the papers through the Deputy Controller.

Creation of posts of Accountants

52.19. It was represented to the Commission that the accounts work in the District Health and Family Planning Offices was increasing particularly in respect of the work relating to Family Planning and that Accountant of the status of Accountants working in the Community Development Blocks or of Head Accountants should be posted to each District Office. The Commission considers this to be a reasonable proposal and recommends that posts of Accountants of the rank of Accountants working in the Community Development Blocks may be created in each of the District Health and Family Planning Offices.

Non-Practising Allowance to personnel in the Health Department

52.20. This question has very much perplexed the mind of the Commission as the views of the experts thereon are conflicting. The views expressed before the Commission by officials and non-officials may fairly be divided into three categories :

- (1) As all the Medical Officers and the teaching personnel in Medical Colleges are full-time public servants, there is no question of permitting any of them to practise privately. All medical men in service are supposed to be on duty all the twenty-four hours and it would be unethical and inconsistent with this fundamental idea to permit them to practise privately ;
- (2) In the present stage of non-availability of Specialist consultation, the Doctors even in the teaching profession must be allowed limited practice ; according to this view, limited practice in the sense that the rates of consultation fees fixed by Government are recovered from patients who seek such consultation through the Hospital and seventy-five per cent of the collections are paid to the concerned Doctors and the balance credited to the Government. The timings for consultation are fixed by the office and patients are examined in the chambers of the Doctors concerned in the Hospital itself. Consultation should be given only to such patients as need the same by formal request to the office of the Hospital attached to the College ; and
- (3) All Doctors, irrespective of their status and field of work, should be permitted private practice provided that—
 - (i) such practice is permitted only outside the office hours, and

- (ii) such practice does not interfere with the teaching and hospital work of the concerned doctor.

52.21. Before dealing with these three views on the question, it is necessary to mention that in our State the medical personnel on the Clinical and Public Health sides have been permitted private practice outside their duty hours. Doctors in the teaching profession attached to Government Colleges are not generally permitted private practice and are paid a fixed Non-Practising Allowance. Professors, Associate Professors, Assistant Professors, Lecturers (and others) are respectively paid Rs. 200, Rs. 150, Rs. 100 and Rs. 75 per month.

52.22. It is explained on behalf of the Directorate that Medical Officers posted to Dispensaries and Hospitals are in a position to resort to private practice as the hours of work in the Hospital and Dispensaries are fixed and they are in a position to attend to patients outside the office hours without prejudice to their legitimate work. Only the District Family Planning Officers are paid Non-Practising Allowance of Rs. 150 per month as they will have no time to practise due to the onerous nature of their duties and heavy touring work.

52.23. The Health Survey and Planning Committee appointed by the Government of India (1959-61) under the Chairmanship of Dr. A. Lakshmanaswami Mudaliar considered the question of non-practising allowance and stated :

“ One of the unfortunate features of the difficulty in recruiting medical men to the services is the low salaries that are being offered to them on the ground that private practice is still allowed. We are definitely of the opinion that in the teaching cadres which we have suggested full-time units must be there with no practice whatsoever. Even in regard to other persons recruited as whole-time Government Officers, we would suggest that it is desirable to have a service which will be completely non-practising and which will have such salaries as are commensurate with the academic qualifications and long period of training. We have no hesitation in suggesting that the following minimum scales should be accepted :

All Professors	..	Rs. 1,500—2,500
Associate Professors	..	Rs. 1,250—2,000
Readers (Assistant Professors)	..	Rs. 1,000—1,500
Lecturers and Registrars	..	Rs. 600—1,000
Tutors and Demonstrators	..	Rs. 350—600

It would be relevant to mention here that the above scales are also in line with the revised scales of pay of teachers in certain of the Engineering and Technological Colleges possessing parallel qualifications and training.

In the Medical Services, those persons who are taken into Government Service, whether they do preventive or curative work, should be taken as whole-time officers, without any non-practising allowance and they should be paid the same scale of pay as are applicable to Indian

Administrative Service Officers. There should not be any special non-practising allowance for medical officers merely because they work on the clinical side."

52.24. It is thus obvious that the Mudaliar Committee is in favour of payment of high salaries and complete abolition of payment of non-practising allowance to any medical personnel, whatever may be the field of work. The Office-Bearers of the Mysore Medical Association appeared before the Commission and pleaded that if the pay scales recommended by the aforesaid Committee were accepted fully, there should be no difficulty in abolishing payment of non-practising allowance. They further submitted that if for economic reasons of the State, it was not feasible for the Government to accept the pay scales recommended by the Committee, then it would be only equitable to permit the medical personnel in service to have private practice outside the office hours. They produced a copy of the Report of the Meeting of the Pay, Status, etc., Sub-Committee held at the Indian Medical Association House, New Delhi, on March 5, 1967, presided over by Dr. S. C. Sen. The following recommendations of the Sub-Committee are relevant and are therefore reproduced below :

' The private practice for all doctors in the whole-time Government service (including those in the States, in the Railways and in other Government organisations and industries) should be abolished provided the scales of remuneration recommended by the Indian Medical Association are accepted and implemented.

* * * * *

- Further, where the employing authorities including the State Governments are, due to financial difficulties, unable to implement the adequate pay scale for whole-time non-practising medical officers as recommended by the Indian Medical Association, part-time doctors may be employed on sessional basis and private practice outside duty hours should be allowed. Certain posts must, however, be whole-time with no practice allowed."

52.25. The view of the Special Committee appears to be that private practice should be abolished provided the scales of remuneration recommended by the Indian Medical Association are accepted and implemented by the State Governments and other organisations employing medical men.

52.26. The Mysore Government appointed Major General S. L. Bhatia in 1960 to report on the reorganisation of Medical and Public Health Services in the Mysore State. The recommendation contained in the Report at page 25 is that Professors, Assistant Professors, Lecturers and Registrars who are whole-time Government Officers should be debarred from private practice.

52.27. The Commission has given full consideration to the views expressed by the different Committees and Medical Officers including Professors and Specialists. There cannot be any doubt that it would be an idealistic state of affairs if all medical personnel in service are wholly prohibited from private practice.

The medical profession is a noble profession and thoroughly humanistic. The problems of disease and ill-health are to be approached with a human and compassionate outlook irrespective of the financial capacity of the suffering patient. Like other Government Servants, the medical personnel in service are also supposed to be on duty all the 24 hours and where emergency requires, it would not be wrong in principle to expect them to attend to work at any time of the day or night.

52.28. The question, however, is whether it is possible in practice to sustain this ideology amongst the medical personnel with the present scales of pay. The persons in service will necessarily compare themselves with persons possessing identical qualifications and experience in private practice, as medicine is a practical and professional science. There should be no objection to expect adherence to this ideal if the State Government is in a position to adopt the scales recommended by the All India Medical Council in which case the question of paying non-practising allowance to any of the medical personnel, whether working on the clinical or non-clinical side, may not arise.

52.29. The Commission is inclined to think that the whole problem should be approached in a realistic manner. It is common knowledge that even though non-practising allowance is being paid to all Doctors working in Colleges, many of them practise privately in a clandestine manner. The nature of the profession itself is such that persons in the teaching cadre who are experts in their lines are approached for private consultation outside their office hours, whether during day or night. It would be unethical in one sense to decline attendance on such patients if their condition is such as would not brook waiting till the next day for the Doctor to attend the hospital and examine the patient. The Commission feels that no public purpose is served by paying non-practising allowance and at the same time overlooking cases of Doctors clandestinely indulging in private practice. This is a profession, like some other professions, which is wholly dependent upon the conscience and ethical standard of persons entering the profession and accepting service under the State Government. It would be neither conducive to good morals nor to good economy to pay non-practising allowance to a number of officers and remain helpless overlooking breach of rules relating to prohibition of private practice.

52.30. Having regard to the economic condition of the State, the Commission considers that it would not be possible to adopt the scales of pay recommended by the All India Medical Council. The non-practising allowance recommended by that body is 50% of the pay, subject to the maximum of Rs. 600. It would not be possible to pay non-practising allowance at this rate. The only two courses open to the Government are :

- (1) to pay all the medical personnel a high scale of salary approximating the scales prescribed for the Indian Administrative Service, or lesser salary with high rates of non-practising allowance ;
- (2) to prescribe reasonable scale of salary and permit everybody to practise outside office hours.

52.31. Of these two courses, the Commission is inclined to accept the latter for the following reasons :

- (1) It is not possible in actual practice to prohibit Doctors from practising privately.
- (2) With the present scales of salary, it is too much to expect every one of them to be idealistic in outlook and conduct.
- (3) While all the doctors attached to non-teaching hospitals and all dispensaries are permitted private practice, there is no convincing reason for debarring only the experts in their respective lines from that concession.
- (4) Some of the doctors in the teaching cadre have been exempted from the restriction by Government under special orders and are permitted private practice.
- (5) Private practice was allowed for all doctors in the State till 1961.

52.32. It was submitted that if members of the teaching profession were permitted private practice, they would have no time for preparation of their lessons and for attending to research work. Research in the field of medical science is not given to every medical man, as it requires a special temperament with a high sense of dedication and self-denial coupled with an inquisitive outlook to pursue assiduously certain unsolved riddles of human disease and treatment. Besides, research is undertaken in European and American countries because there are very generous endowments created in favour of research in specific diseases and the State or private organisations provide all the modern costly instruments and appliances necessary for the particular scheme. It is a line for the Specialist and not for persons who are appointed in ordinary hospitals or who do the normal teaching work. As regards the argument that they would not have time to prepare their lessons, it would be difficult to believe that persons appointed to responsible posts would neglect their routine work. In these days when students are sufficiently awakened, a Professor or a Lecturer can hardly have the courage of going to his class unprepared. As already observed, preparation of lessons and discharge of one's own duties conscientiously are matters of individual conscience and ethics.

52.33. It was suggested that limited practice of the type mentioned above may be thought of in preference to full freedom for private practice. According to this system, some designated official in the Hospital entertains requests for private consultation with a particular doctor ; he recovers fees at the rates fixed by Government and issues engagement slips to the concerned patients noting down the date and time when consultation will be available to them. He then passes on a consolidated list of patients to the Doctor concerned noting down the date and time allotted to the different patients. The patients meet the concerned doctors in their respective chambers and they are given suitable prescriptions after a thorough examination. Twenty-five per cent of the amounts collected is credited to the Hospital account while the balance is distributed amongst the consultants, having regard to the number of patients attended

to by each of them. In practice, there may be very little difference between limited and full private practice as the difficulties of tracing whether a Doctor has received money privately or not would be insurmountable. The Commission, therefore, feels that the system of limited practice may not work successfully.

52.34. For all these reasons, the Commission recommends that payment of non-practising allowance should be wholly stopped and that members in all services and at all levels should be permitted private practice subject to the following two conditions :

- (1) Such practice or consultation should be wholly outside the working hours. During the working hours and in the hospital hours, no private consultation on payment should be permitted ;
- (2) Private practice even outside the office hours should not come in the way of the discharge of official work, whether clinical or non-clinical.

Non-practising Allowance to Health Officer on the Public Health side

52.35. Under the existing rules, the Health Officers in the Public Health Wing are not entitled to non-practising allowance ; and they are allowed to have private practice outside their hours of duty. It was represented to the Commission that as the officers working in the health wing would not be in touch with the clinical work, they would not be in a position to attract private patients to the same extent as their counterparts in the medical wing and that they should be granted reasonable non-practising allowance on par with the personnel on the medical side. In view of the principles outlined in the preceding paragraphs and the fact that it is proposed to have a common cadre for officers in the medical and health wings and to allow them to have private practice, the Commission recommends that the officers in the Health Wing need not be given either Non-Practising Allowance or higher scales of pay than their counterparts in the Medical Wing.

Non-Practising Allowance to the Staff of the Dental College

52.36. The Commission recommends that the decision taken in respect of the teaching staff of the Medical Colleges may be applied to the teaching staff of the Dental College also, regarding non-practising Allowance.

Specialist Allowance or Qualification Pay

52.37. The question of granting Specialist Allowance or Qualification pay to the doctors possessing Post-graduate qualification when posted to the General Hospitals other than Teaching Institutions was raised before the Commission for consideration. It was stated that Specialist Allowances ranging from Rs. 100 to Rs. 150 per month were being paid to Surgeons and Assistant Surgeons in the former Mysore State but that this scheme was subsequently discontinued ; that this had caused discontentment among the young doctors holding post-graduate qualifications and it had resulted in gradual depletion of Specialists in Hospitals.

It was therefore proposed that Specialist allowance of Rs. 100 per mensem might be paid to the doctors with post-graduate qualifications like M.S., M.D., etc., when they were posted to General Hospitals other than Teaching Institutions and that similar allowance of Rs. 100 per mensem might be paid to officers working in the Health Wing who have acquired the qualification of D.P.H. and an allowance of Rs. 50 per mensem to those who have acquired the qualification of L.P.H. if they were working anywhere other than in Medical Colleges. The Commission has examined this question carefully and recommends that generally all officers in both the Medical and Health Wings who secure qualifications higher than the qualifications prescribed for the posts they might be holding may be given an incentive pay or Specialist allowance at the following rates in accordance with the general principles laid down in Chapter 7.

	<i>Per month</i>
	Rs.
(i) Officers in the Medical Wing who acquire post-graduate qualifications like M.S., M.D., or D.P.M.	100
(ii) Officers in the Health Wing who acquire Post-graduate qualification like D.P.H.	100
(iii) Officers in the Health Wing who acquire qualification of L.P.H.	50

Upgrading the posts of Resident Medical Officers in the Teaching Hospitals to the rank of Surgeons

52.38. In order to adopt a uniform pattern for posting Resident Medical Officers to all major teaching hospitals in the State and in view of the arduous nature of duties and heavy responsibilities attached to these posts, it was proposed that the posts of Resident Medical Officers in the ten Major Teaching Hospitals which were now in the grade of Assistant Surgeons might be upgraded to the rank of Surgeons.

52.39. The Commission accepts this suggestion and recommends that the posts of the Resident Medical Officers in the teaching Hospitals may be upgraded to the rank of Surgeons.

Honorary Medical Officers

52.40. It was represented on behalf of the Honorary Medical Officers' Association that the rates of honoraria for this category of Officers were fixed in the year 1939 and that they might be revised keeping in view the substantial increase in the scales of pay of Government employees. Some of the witnesses were of the view that this system was much abused and that the Honorary Medical Officers were utilising their position in the Government Hospitals to build up their private practice instead of rendering service to the public. On the contrary, some others expressed the view that it would be advantageous to continue the system of Honorary Medical Officers and suggested framing of suitable rules for plugging loopholes in the system. It was also represented that there should be no objection in principle to the continuance of the system if Doctors who had

already built up their reputation outside were appointed as Honorary Medical Officers. After careful examination of all the arguments advanced in this connection, the Commission considers that the system of having Honorary Medical Practitioners may continue; but only those doctors who have built up a reputation outside for competency may be appointed to these posts and if necessary suitable rules may be framed for plugging the loopholes in the system. The Commission does not, however, consider that it is necessary to increase the rates of honoraria as the Honorary Surgeons and Physicians render service in the Hospitals with the motive of doing good to the poorer sections of the Community who cannot afford to consult them in their consulting rooms after paying their fees and not with the motive of making money.

Change of Designation of Nursing Superintendent.

52.41. It was represented to the Commission that the Bhatia Committee had recommended that the post of the Superintendent, Nursing Services should be designated as "Assistant Director of Medical Services" and that this post might carry the same scale of pay as is prescribed for the Assistant Directors of Health Services. It was also brought to the notice of the Commission that the Officer corresponding to the Superintendent of Nursing Services in the Directorate General of Health Services of the Government of India had been given a designation of that nature. The Commission considers this to be a reasonable suggestion and accordingly recommends that the designation of the Superintendent, Nursing Services may be changed as "Assistant Director of Health (Nursing)".

Subsidised Medical Practitioners

52.42. The scheme of appointing Subsidised Medical Practitioners was in vogue in the erstwhile Bombay State and is, at present, in force in the Bombay area. It was represented that all the rules applicable to regular Government servants should be made applicable to the subsidised Medical Practitioners and that they should be paid increased rates of Honoraria. It was suggested to the Commission that the existing system might continue as medical facilities had not been extended to such an extent as to justify the elimination of this category of officers altogether. The Commission accepts this suggestion and recommends that the existing system of subsidised Medical Practitioners may be continued under the existing terms and conditions in respect of those who have already come under the Scheme, but that no further appointment need, however, be made under the scheme.

Stipends for House Surgeons

52.43. It was represented on behalf of House Surgeons that the stipend of Rs. 100 per month paid at present to medical graduates and Rs. 75 to dental graduates might be enhanced to Rs. 150 per month in view of the all round increase in the present day cost of living. The Commission considers this to be a reasonable representation and accordingly recommends that House Surgeons (both Medical and Dental) may be given a stipend of Rs. 150 per mensem.

Placement of Candidates as House Surgeons

52.44. It was represented that owing to the delay in finalising the lists of successful candidates to be allotted to different hospitals after the results of the final examination of the Degree Course in Medicine and Surgery were declared, the candidates who would like to take up Post-graduate Courses would inevitably have to lose one term for no fault of theirs. In order to avoid such a contingency, the Commission suggests that immediately after the results of the final examination of the Degree Course in Medicine and Surgery are declared, the Director may indicate to the Deans of the respective Medical Colleges the number of house surgeons to be allocated to each hospital attached for the purpose to the Colleges, the Deans may attach the candidates to the Hospitals concerned with reference to predetermined principles like the ranks secured by the candidates so that the interval between the announcement of the results of the examination and the issue of orders regarding the hospitals to which the candidates are attached should not normally be more than a week.

Creation of posts of Electricians in District Hospitals

52.45. It was represented that there were only 9 posts of Electricians in the Department, that the services of Electricians were absolutely necessary to look after the electrical fixtures and gadgets, in all the District Hospitals, that the staff of the Public Works Department and of the Electricity Board had their own work to attend to and could not on occasions, attend to the work in the Hospitals in times of emergency and that 19 posts of Electricians at the rate of one per District might be sanctioned. The Commission has examined this proposal and recommends that the posts of Electricians may be created for each of the District Hospitals and Officers of corresponding rank taken on deputation from the Public Works Department.

Creation of posts of Lady Surgeons in the District Hospitals

52.46. There are now five posts of Lady Surgeons. It was represented that 16 more posts of Lady Surgeons might be created so that Officers of this status might be posted to each of the District Hospitals in view of the increase in the number of women out-patients and in-patients so as to provide specialist services in Obstetrics and Gynaecology in all the District Hospitals. It has to be observed in this connection that mere upgrading of the existing posts of Assistant Surgeons of the Class II cadre to the Class I cadre may not help the members of the public in securing the necessary specialist services. It has to be examined in the first instance whether the Specialist Services already available in the District Hospitals are adequate and whether Assistant Surgeons Class II (Specialists in Obstetrics and Gynaecology) are not able to provide the necessary services. The Commission considers that it might be possible to provide Specialist Service in the District Hospitals by Doctors (Specialists in Obstetrics and Gynaecology) belonging to the Class II cadre and it is considered rather premature to upgrade the posts to the Class I cadre merely on the ground that only the officers in Class I can render adequate service in this field of specialisation.

Nurse-Patient Ratio

52.47. A proposal in connection with the standardisation of Nursing Services in Major and District Hospitals of the State was received for the consideration of the Commission. The Bhatia Committee had recommended in this connection, the employment of one nurse for every 5 beds. Government had, however, sanctioned additional posts of Nurses so as to bring the ratio to 1 : 10, i.e., one Nurse for every ten beds. It has been represented that the Nurses to be appointed according to this ratio would not be able to discharge their duties as efficiently as was necessary, that very heavy burden would, then, be cast on the nursing staff, and that a ratio of one nurse to every 6 patients might be adopted so as to improve the standards of nursing services. The Commission considers this to be a reasonable standard and recommends that the Nurse-patient ratio may be reduced to 1 : 6 from 1 : 10. If this ratio were adopted, 544 additional nurses would be required. The Commission suggests that the number of posts of nurses may be increased accordingly within a period of three to five years according to a phased programme.

Grant-in-aid to Medical Institutions

52.48. The Grants-in-aid to Private Medical Institutions in the State are at present regulated by the following rules :—

- (a) The Mysore Medical Institutions (Allopathic Medicine) Grant-in-Aid Rules, 1964 ; and
- (b) The Mysore Medical Institutions (Indian Medicines) Grant-in-Aid Rules, 1964.

Under these Rules, recurring grants are admissible upto $\frac{1}{4}$ of the estimated cost of full expenditure and limited to the extent of deficit in the case of Institutions which dispense allopathic medicine. In the case of Institutions which dispense Indian Medicine, recurring grants are admissible upto 50 per cent for Institutions administered by Taluk Development Boards and in other cases upto 25 per cent of the estimated annual expenditure limited to the extent of the deficit.

52.49. It was represented on behalf of some private institutions that the annual recurring grants might be based on actual expenditure incurred by each Institution and not on the deficit arrived at as a result of the total transactions of the Institution and that recurring grants should be given to the extent of 100 per cent of the expenditure and non-recurring grants to the extent of 85 per cent of the expenditure. The Silver Jubilee Health Centre, Bijapur represented to the Commission that it might be given a fixed grant after taking the requirements of the Institution into account or the actual deficit. The Commission has examined the working of this Institution and finds that the fees charged by the institution are nominal and that it is run primarily with the help of the local people. The same situation is probably existing in other similar Institutions. The Commission, therefore, recommends that based on the actuals the entire deficit of recurring expenditure and 85 per cent of the non-recurring expenditure may be sanctioned as grant in respect of Institutions which are functioning

satisfactorily. It is needless to add that such Institutions which serve the poorer section of the public discharge obligation which the Government would have otherwise been required to undertake.

Special allowance or Compensatory holidays to Doctors on night duty

52.50. It was represented on behalf of the Officers of the Department that Doctors who were required to attend to night duty in Hospitals had to attend to their normal duties on the day concerned and again on the next day, that this, in effect would mean that they would have to be on duty continuously for over thirty hours and that they should, therefore, be given a holiday on the day succeeding the night on which they were on duty or in the alternative some special allowance should be given to them to compensate them for such extra and continuous work. It was represented on behalf of Government that doctors who attend to night duty might be given "Off" next day but that it had not been possible to do so as there was a shortage of Doctors and that such system would be introduced shortly since the position regarding availability of Doctors had improved. The Commission agrees with the views advanced on behalf of Government and recommends that Doctors required to be on night duty may be given a holiday on the succeeding day.

Uniform and Ration Allowance to Nurses and Compounders

52.51. It was represented on behalf of the employees that Uniform and Ration Allowance of Rs. 20 per month might be given to the Compounders as was now being given in the cases of Auxiliary Nurses, Midwives and Nurses in the Department. Uniform and Ration Allowance is being given to Nurses as they are required to maintain their uniform and to bring rations for 8 hours' duty whereas similar conditions do not obtain in the case of Compounders. The Commission, therefore, considers that Uniform and Ration Allowance need not be paid to Compounders.

Rural Allowance

52.52. It was represented that Doctors posted to the interior rural areas were not willing to go to such places for various reasons like want of facilities in the hospitals and dispensaries, want of modern amenities of life in such stations necessitating their having to maintain two establishments—one for themselves in the station of posting and another for the members of their families in a larger town or city and lack of opportunities for private practice and that in order to encourage Doctors to go to such places, rural allowance might be paid to them. It was also suggested that if a non-graduate doctor was willing to go to a place to which the post of a graduate Doctor was sanctioned, the non-graduate doctor also might be given the rural allowance sanctioned for the post. It was added that Rural Allowance need not, however, be given to the Ministerial staff. Another suggestion made was that Rural allowance might be given to men Doctors who were posted to rural areas (below the Taluk Level) and to Lady Doctors who were posted to the Taluk level and below as compensation for arduous nature of work and in view of the limited scope for private practice in those areas and

general dearth of Lady doctors. The Commission has examined this matter and recommends that Rural Allowance may be given to the Lady Doctors posted to Taluk places and below the Taluk level and to men doctors below the Taluk level at the following rates :—

1. Men Doctors posted to below Taluk level. Rs. 100 per mensem.
2. Lady Doctors posted to Taluk places and below Taluk level. Rs. 100 per mensem.

Risk Allowance

52.53. At present, the staff of the Department handling X-Ray equipment have been sanctioned Risk Allowance at the rates mentioned in Government Order dated 18th October 1963, regarding rationalisation of allowances *viz.*, at the following rates :—

<i>Designation</i>	<i>Hospital in cities (i.e. with population of one lakh and above)</i>	<i>District Headquarters Hospitals not falling under (2)</i>	<i>Hospitals in other places</i>
1	2	3	4
1. Surgeons (including Hon. Surgeons).	Rs. 50 per month.	Rs. 40 per month.	Rs. 30 per month.
2. Assistant Surgeons (Gazetted).	Rs. 30 per month.	Rs. 25 per month.	Rs. 20 per month.
3. Assistant Surgeons (Non-gazetted).	Rs. 25 per month.	Rs. 20 per month.	Rs. 15 per month.
4. Technicians ..	Rs. 10 per month	Rs. 10 per month	Rs. 10 per month
5. Class IV staff ..	Rs. 5 per month.	Rs. 5 per month.	Rs. 5 per month.

52.54. Subsequently, these allowances were made applicable to the teaching staff attached to Medical Colleges handling the X-Ray Units. It was represented by the Department that frequency of X-Ray radiation was more in Government College of Indian Medicine, which was also a teaching hospital and therefore, the staff working in X-Ray Departments attached to Ayurvedic Colleges and Hospitals might be sanctioned risk allowance as detailed below :—

- (i) Lecturers, Assistant Lecturers, Physicians (Non-gazetted) attached to X-Ray Department Rs. 20 per month.
- (ii) Technicians Rs. 10 per month.
- (iii) Class IV staff Rs. 5 per month.

52.55. In the circumstances stated above, the Commission recommends that risk allowances that are being paid already may be continued at the existing rates and that such allowances may be granted at the same rates to the Officers of corresponding status in the Ayurvedic colleges and hospitals.

Two grades of Health Inspectors

52.56. It was represented on behalf of an Association of employees that on account of the limited number of posts of Senior Health Inspectors, the promotional opportunities for Junior Health Inspectors were limited and that as many senior officials were stagnating at the maximum of the scale, the existing scale of pay itself might be revised.

52.57. The Commission has examined this question and considers that as the number of posts in the senior grade is nearly 25 per cent of the number in the junior grade, the promotional opportunities available to the officials in the latter grade are adequate. Officers in the junior grade may be promoted to the senior grade on the basis of seniority-cum-merit; both the categories may be given similar charges but among such charges the senior grade Inspectors may be posted to the relatively more important charges and the junior grade Inspectors to the other charges and recommends that action may be taken accordingly.

Equation of posts of Chemists

52.58. It was represented by the Junior Chemists of the Department that the duties and responsibilities shouldered by them and the qualification prescribed for their posts were similar to those of the Assistant Chemists of the Department of Mines and Geology and they should, therefore, be given the same scale of pay as the Assistant Chemists of the Department of Mines and Geology. The representation was also supported by the Department. In view of the fact that identical qualifications are prescribed for both the categories of posts, the Commission considers that it is but equitable that the Chemists of this Department should be given the same scales of pay as the Chemists in the Department of Mines and Geology and recommends accordingly.

Creation of posts of Senior Compounders

52.59. It was represented on behalf of the Compounders of the Department that Selection Grade posts of Compounders or posts of Senior Compounders might be created for providing promotional opportunities to the Compounders and that higher posts of Senior Pharmacists might be sanctioned for the hospitals at Taluk Headquarters. The Commission considers that there should be two grades (Ordinary Grade and Senior Grade) of Compounders for providing promotional opportunity to this category of officers and accordingly recommends that ten per cent of the posts in this cadre may be converted into Senior Grade posts, the latter category of Compounders being designated as Senior Compounders.

Promotional opportunities for Laboratory Technicians

52.60. It was represented on behalf of the Technicians' Association that sufficient promotional opportunities were not available to the Junior Technicians for their promotion as Senior Technicians. As at present 75 per cent of the posts of Senior Technicians are filled by promotion of Junior Technicians and the balance of 25 per cent by direct recruitment of candidates who have passed S.S.L.C. Examination with Science as elective subject with a pass in Laboratory

Technicians Examination. This provides adequate opportunity of promotion to the Junior Technicians. The Commission does not, therefore, consider that any change in the existing position is necessary.

Indian Medicine (Special System)

52.61. It was represented to the Commission that the officers working in the Allopathic wing were given higher scales of pay than the officers of corresponding rank working in the Ayurvedic wing, that this discrimination should be removed and that the Ayurvedic doctors should be given the same scales of pay as officers of corresponding rank in the Allopathic wing and that Non-Practising Allowances, given to the teaching staff of the Medical Colleges, might be made applicable to the teaching staff of the Ayurvedic Colleges also. Government have also sent proposals for the rationalisation of the scales of pay and designations in the Indian Medicine Branch of the Department for the consideration of the Commission. This has been dealt with separately under the "Cadre and Recruitment Rules and Scales of Pay" of the Indian Medicine Branch later in this Chapter.

Non-Practising Allowance to the teaching staff of Indian Medicine Branch

52.62. The question relating to Non-Practising Allowance to the Allopathic personnel in the Health Department has been dealt with separately in paragraphs 20 to 36 of this Chapter. The same principles will apply to Doctors in this branch.

Cadre and Recruitment Rules and Scales of Pay

Director : (1) (Rs. 1,300—50—1,800) plus special pay Rs. 100

52.63. According to the Cadre and Recruitment Rules, this post is to be filled by promotion by selection from the cadre of Joint Directors and if no suitable person is found in the cadre, by the appointment of a suitable candidate on contract. Since the Commission is of the opinion that the post should be filled only by promotion, the clause permitting appointment on contract basis may be deleted. The Commission has equated the posts of Deans with the posts of the Joint Director (Education). Provision may, therefore, be made for the post of the Director being filled by promotion by selection from the cadre of Deans and Joint Directors and the Rules of Recruitment may be framed accordingly.

52.64. It was suggested that the Head of the Department should be given a decent fixed pay commensurate with the responsibility involved and an alternative suggestion made was that the running scale of pay for the Director could be short and that he could be given the same scale of pay as is given to the Chief Engineers. The Commission recommends that the scale of pay for this post may be revised as Rs. 1,300—60—1,600—50—1,800. The Director is in receipt of a special pay of Rs. 100 per month. This special pay may be abolished and may be treated as part of the pay for determining his pay in the revised scale.

Joint Director (Education) : (1) (Rs. 1,100—50—1,500)

52.65. The Rules of Recruitment provides for this post being filled by promotion by selection from the cadre of Deans and if no suitable person from this cadre is available, then by promotion by selection from among the Superintendents of Major Hospitals or from the cadres of Professors and Associate Professors in Medical College of the Mysore Medical Service (Teaching and Technical Personnel in Medical and Dental Colleges). These Rules of Recruitment may be amended by substituting the words “by transfer from the cadre of Dean” for the words “promotion by selection from the cadre of Deans”, and by deleting the words “if no suitable person is available, then by promotion by selection from among the Superintendents of Major Hospitals”. These posts were created and the present scales of pay fixed for them in September 1965 when the Department was reorganised. At the date these posts were created the other Joint Directors under Government, namely, Joint Director of Agriculture, Joint Director of Public Instruction, Joint Director of Industries and Commerce and other posts of the same grade were all in the scale of pay of Rs. 900—40—1,100—50—1,300. The post of the Deputy Director of Public Health which was the post next to the Director of Public Health was given the same scale of pay as the Joint Directors in the other Departments. Judging by the pattern of the scales of pay prescribed for officers at the level of Joint Directors, these officers would probably have been given the same scale of pay as the Joint Directors in the other Departments had the posts been in existence at the time of the general revision of the scales of pay in 1961. The Commission has accordingly recommended the same revised scale of pay for these posts as for the posts of Joint Directors in other Departments.

52.66. The scale of pay for this post may be revised as Rs. 1,100—50—1,300—60—1,600.

Joint Director (Medical) : (1) (Rs. 1,100—50—1,500)

52.67. The Rules of Recruitment provide for this post being filled by promotion by selection from the cadre of Deans in the Mysore Medical Service (Teaching and Technical Personnel in Medical and Dental Colleges) and in the absence of a suitable person from this cadre, then from the cadres of Superintendents of Major Hospitals and Deputy Director of Mysore Medical Department Service. The Rules of Recruitment may be amended so as to provide for the post of Joint Director being filled by the transfer of a Dean or by promotion of the Deputy Director (Medical).

52.68. The scale of pay for this post may be Rs. 1,100—50—1,300—60—1,600.

Joint Director (Public Health) : (1) (Rs. 1,100—50—1,500)

52.69. The Rules of Recruitment provide for this post being filled by promotion by selection from the cadre of Deputy Directors of Public Health. This mode of recruitment may continue.

52.70. The scale of pay for this post may be fixed as Rs. 1,100—50—1,300—60—1,600.

Joint Director (Special System) : (1) (Rs. 1,100—50—1,500)

52.71. According to the Rules of Recruitment, this post is to be filled by promotion by selection from among the officers of the Indian Medicine Branch of the Medical Department, who possess a degree or diploma in Ayurveda from a recognised Institute in addition to a Degree in Modern Medicine. As stated earlier, this post may be abolished and the work which this Joint Director is now doing may be transferred to the Joint Director (Medical). But until this recommendation is accepted and the post abolished, the scale of pay for the post may be the same as for other Joint Directors.

Deputy Director (Medical) : (1)—(Rs. 900—40—1,100—50—1,300)

52.72. The Rules of Recruitment provide for this post being filled by promotion by selection from the cadre of Surgeons. This post may be filled, in future, by promotion by selection of an officer in the cadre of Superintendents of Major Hospitals. The Rules of Recruitment may be amended accordingly.

52.73. The scale of pay for this post may be fixed as Rs. 1,000—50—1,500.

Deputy Director (Malaria and Filariasis, Family Planning, Maternity, Child Health, Laboratory and Communicable diseases) : (4) (Rs. 900—40—1,100—50—1,300).

52.74. According to the Rules of Recruitment, these posts are to be filled by promotion from the cadre of Health Officers, Class I. This mode of recruitment may continue.

52.75. The scale of pay for these posts may be fixed as Rs. 1,000—50—1,500.

Administrative Officer : (1) (Rs. 900—40—1,100—50—1,300)

52.76. According to the Rules of Recruitment, this post is to be filled by taking on deputation an officer in the senior time scale in Class I of the Mysore Administrative Service. This mode of recruitment may continue.

52.77. The scale of pay for this post may be the same as for officers holding corresponding posts in the Mysore Administrative Service.

Financial Assistant (Deputy Controller) : (1) (Rs. 600—40—1,000)

52.78. According to the Rules of Recruitment, this post is to be filled by taking on deputation a Deputy Controller of the State Accounts Department. This mode of recruitment is adequate and may continue.

52.79. The scale of pay for this post may be the same as for Deputy Controllers of the State Accounts Department.

Assistant Administrative Officer : (1) (Rs. 350—25—650—30—800)

52.80. According to the Rules of Recruitment this post is to be filled by promotion from the cadre of Lay Secretaries on the basis of seniority-cum-merit and if no suitable person is available from this cadre, then by taking on deputation an officer in the Junior time scale of Class I of the Mysore Administrative Service. These modes of recruitment may continue.

52.81. The scale of pay for this post may be Rs. 400—30—700—EB—40—900.

Assistant Director of Medical Stores and Employees' State Insurance Scheme (Medical Education) : (3) (Rs. 600—40—1,000).

52.82. According to the Rules of Recruitment, these posts are to be filled by transfer of a Surgeon of the Mysore Medical Service. This mode of recruitment is adequate and may continue.

52.83. The scale of pay for these posts may be the same as for the Surgeons.

Assistant Directors (Maternity and Child Health, Tuberculosis Health Education and School Health, Planning and Evaluation) : (5) (Rs. 600—40—1,000).

52.84. According to the Rules of Recruitment, these posts are filled by transfer of Surgeons or of Health Officers, Class I. This mode of recruitment may continue.

52.85. The scale of pay for these posts may be the same as for the Surgeons.

Assistant Director (Bureau of Nutrition) : (1) (Rs. 600—40—1,000)

52.86. The Rules of Recruitment provide for this post being filled by promotion of an Assistant Nutrition Officer and if no suitable qualified person is available for promotion, by transfer from the cadre of Health Officer, Class I. These modes of recruitment are adequate and may be continued.

52.87. The scale of pay for this post may be the same as for Health Officers Class I.

Superintendent of Nursing Services : (1) (Rs. 350—25—650—30—800)

52.88. According to the Rules of Recruitment, the post is to be filled by direct recruitment of person who possesses a Diploma in Nursing or Midwifery or by selection of Nursing Superintendent Grade I or Grade II. As already recommended earlier, the designation of this post may be changed as Assistant Director of Health (Nursing).

52.89. The scale of pay for this post may be Rs. 500—30—650—40—850—EB—50—1,000.

Civil Surgeons and Lady Surgeons : (63) (Rs. 600—40—400—1,000)

52.90. The Rules of Recruitment provide for these posts being filled in the ratio of $33\frac{1}{3}$ per cent by Direct Recruitment of candidates who possess post Graduate qualification or Diploma, for example, F.R.C.S., M.R.C.P., M.D., M.S., and $66\frac{2}{3}$ per cent by promotion, from the cadre of Assistant Surgeons Grade I. The Commission considers that it would be adequate if only the latter mode of recruitment is adopted and accordingly recommends that all the posts in this cadre may be filled by promotion of officers in the cadre of Assistant Surgeons Grade I. The Rules of Recruitment may be amended accordingly.

52.91. The scale of pay for these posts may be revised as Rs. 700—40—900—50—1,200.

Health Officer—Class I : (16)—(Rs. 600—10—1,000)

52.92. According to the Rules of Recruitment, 20 per cent of these posts are to be filled by Direct Recruitment of Graduates in Medicine or persons with Doctorate in Public Health or equivalent qualification and 80 per cent by promotion from the cadre of Class II Health Officers. The Commission recommends that as in the case of the Civil Surgeons and the Lady Surgeons all the posts in this cadre may be filled by promotion of officers in the next lower cadre (of Class II Health Officers).

52.93. The scale of pay for these posts may be Rs. 700—40—900—50—1,200.

*Health Officers—Class II—cum—Assistant Surgeons : (1,086)—
(Rs. 300—25—550—30—700)*

52.94. According to the Rules of Recruitment 50 per cent of these posts are to be filled by promotion from the cadre of Health Officers Class III—cum—Assistant Medical Officers of Health—cum—Assistant Surgeons, Grade III and the remaining 50 per cent by direct recruitment of persons, possessing M.B.B.S., Degree of a recognised University or equivalent qualification. These modes of recruitment may continue.

52.95. The scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

Superintendent of Tuberculosis Hospitals : (4)—(Rs. 600—40—1,000)

Superintendents of Mental Hospitals : (2)—(Rs. 600—40—1,000)

52.96. According to the Rules of Recruitment, these posts are to be filled by selection from the cadre of Assistant Surgeons, Grade I or by direct Recruitment, *in the case of T.B. Hospitals* of persons who possess M.D. or M.R.C.P. with T.B. as Special Subject; M.D. in Medicine with T.D.D. or M.R.C.P. with T.D.D. and *in the case of Mental Hospitals* of persons who possess M.D. in Medicine, with D.P.M. or M.R.C.P. with D.P.M. or M.D. with Psychiatry as Special Subject or M.R.C.P. with Psychiatry, 'if no person is eligible for selection from this cadre. This mode of recruitment may continue.

52.97. The scale of pay for these posts may be Rs. 700—40—900—50—1,200.

Superintendents of Major Hospitals : (37) (Rs. 800—40—1,000—50—1,100)

52.98. According to the Rules of Recruitment, these posts are to be filled by promotion from the cadre of Surgeons. This mode of recruitment may continue.

52.99. The scale of pay for these posts may be Rs. 900—40—1,100—50—1,300.

Resident Pathologist (Junior) (4)—Blood Bank Officer (4)—Pathologist for Post-Graduate Course (2)—Bio-Chemist for Post-Graduate Course (3)—
(Rs. 300—25—550—30—700)

52.100. Rules of Recruitment have not been prescribed for these posts. These posts may be included in the common cadre of Health Officers Class II-cum-Assistant Surgeons and filled from this common pool.

52.101. The scale of pay for these posts may be the same as for Health Officers Class II-cum-Assistant Surgeons.

Anaesthetist—S.D.S. Sanatorium, Bangalore (1) (Rs. 300—25—550—30—700)

52.102. The Rules of Recruitment provide for filling this post by Direct Recruitment of persons with a Degree in Medicine with a Diploma in Anaesthesia of a University recognised by the Indian Medical Council or by promotion from the cadre of Assistant Surgeons. This post may be included in the common cadre of Health Officers Class II-cum-Assistant Surgeon and the post filled from this common pool by officers with necessary background and experience.

52.103. The scale of pay for this post may be the same as for Health Officers Class II-cum-Assistant Surgeons.

Lay Secretaries of Hospitals—Grade I, (17) (Rs. 250—20—350—25—500)

52.104. According to the Rules of Recruitment, these posts are to be filled by promotion from the cadre of Secretaries of Hospitals (Lay) Grade II. This mode of recruitment may continue.

52.105. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Secretary, District Hospital, Bellary

52.106. The post of Secretary, District Hospital, Bellary, is in the scale of pay of Rs. 220—440. It was represented to the Commission that the scale of pay for this post must be the same as for Lay Secretaries, Grade I, as he had to shoulder additional responsibility in view of the development of the Teaching Hospital and increase in its bed strength. The Commission considers this request to be reasonable and recommends that the post of the Secretary, District Hospital, Bellary, may be included in the Cadre of Lay Secretaries, Grade I as in the case of the other Major Hospitals.

Health Officer, Class III-cum-Assistant Medical Officer of Health-cum-Assistant Surgeon, Grade III, (760)

(Rs. 175—10—225—15—310—20—400)

(Rs. 140—5—150—8—190—10—320)

52.107. Appointment to these posts are to be made by direct recruitment of persons holding L.M.P. or L.C.P. & S. or equivalent qualifications. This mode of recruitment may continue. It is understood that for about two years persons who had secured Diploma of L.U.M.S., L.A.M.S. and L.I.Ms. had been

appointed to this cadre and given the lower scale of pay of Rs. 140—320 and that recruitment of persons with these qualifications has now been stopped. It may, not, therefore, be necessary to perpetuate two scales of pay for persons discharging identical duties.

It is accordingly recommended that all the Officers in this cadre may be given the revised scale of pay of Rs. 200—10—280—15—370—EB—20—450.

Secretaries of Hospitals (Lay) Grade II, (3) (Rs. 220—10—320—15—440)

52.108. According to the Rules of Recruitment, these posts are to be filled by promotion from the cadre of Managers Grade I. This mode of recruitment may continue.

52.109. The scale of pay for these posts may be Rs. 250—10—300—15—420—EB—20—500.

Nursing Superintendent, Grade I, (21) (Rs. 300—15—450)

52.110. According to the Rules of Recruitment, these posts are to be filled by promotion from the cadre of Nursing Superintendents and if no suitable candidates are available then by direct recruitment of candidates holding a Diploma in Administrative course or sister Tutor course recognised by the Indian Nursing Council. The scale of pay for these posts may be fixed as Rs. 350—25—600—30—780—EB—40—900.

Nursing Superintendents—Grade II, (137) (Rs. 225—10—275—15—350)

52.111. According to the Rules of Recruitment, these posts are to be filled by promotion from the cadre of Nurses Grade I. This mode of recruitment may continue.

52.112. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Nursing Tutors (64) (Rs. 225—10—275—15—350)

52.113. The Rules of Recruitment have not been prescribed for these posts so far. The Commission suggests that these posts may be filled from the cadre of Nurses who have passed Diploma in Nursing Education of the Bangalore Medical College. The Rules of Recruitment may be framed accordingly.

52.114. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

District Nursing Supervisors: (25) (Rs. 300—15—450)

52.115. The Rules of Recruitment provide for these posts being filled by promotion from the cadre of the Senior Public Health Nurses. This mode of recruitment may continue.

52.116. The scale of pay for these posts may be Rs. 350—25—600—30—780—EB—40—900.

Staff Nurses: (1,559) (Rs. 140—5—150—8—190—10—220)

52.117. According to the Rules of Recruitment, all these posts are to be filled by Direct Recruitment of persons “preferably with S.S.L.C. qualification” with training in Sick Nursing and Midwifery for 3½ years. This mode of recruitment may continue.

52.118. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

Lady House Keeper: (19) (Rs. 80—3—110—4—130—5—150)

52.119. According to the Rules of Recruitment, these posts are to be filled by direct recruitment of persons holding S.S.L.C. or equivalent qualification with knowledge of House and Linen keeping.

52.120. This mode of recruitment may continue.

52.121. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

Health Visitors: (301) (Rs. 140—5—150—8—190—10—220)

52.122. Rules of Recruitment have not been prescribed for these posts so far. It is suggested that these posts may be filled by direct recruitment of persons with S.S.L.C. or equivalent qualification and possessing a recognised Health Visitors Certificate, which involves training for 2½ years. The Rules of Recruitment may be framed accordingly.

52.123. The scale of pay for these posts may be Rs. 170—5—180—8—220—EB—10—300.

Midwives/Auxiliary Nurse Midwives: (3,657) (Rs. 70—2—80—3—125)

52.124. According to the Rules of Recruitment, these posts are to be filled by direct recruitment of candidates with Standard VIII or equivalent qualification and subsequent training in Midwifery for 18 months in Hospitals.

52.125. This mode of recruitment may continue.

52.126. The scale of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

Psychologists: (6) (Rs. 200—10—300—20—500)

52.127. According to the Cadre and Recruitment Rules, these posts are to be filled by direct recruitment of persons holding M.A. Degree of a recognised University with Diploma in Medical Psychology. This mode of recruitment may continue.

52.128. In view of the high qualifications required for these posts and taking into account the scales of pay obtaining in other States for corresponding posts, the scale of pay for these posts may be revised as Rs. 275—20—375—EB—25—525.

Biochemists : (2) (Rs. 100—5—150—6—180—10—220)

52.129. The Rules of Recruitment provide for these posts by being filled by direct recruitment of persons possessing a degree in Science with Chemistry as main subject. This mode of recruitment may continue.

52.130. The scale of pay for these posts may be fixed as Rs. 140—5—150—8—190—EB—10—260—15—290.

Senior Laboratory Technicians : (93) (Rs. 140—5—150—6—180—10—220)

52.131. The Rules of Recruitment provide for these posts being filled to the extent of 25 per cent by direct recruitment of persons with a pass in Intermediate or Pre-University Examination with Chemistry of a recognised University and 75 per cent by promotion from the cadre of Junior Laboratory Technicians. It was suggested that 50 per cent of the posts of Senior Laboratory Technicians could be filled by promotion from the cadre of Junior Laboratory Technicians and 50 per cent by direct recruitment. If this suggestion were to be accepted, the promotional opportunities available to the Junior Technicians would be reduced without any significant corresponding advantage. The existing modes of recruitment and the existing percentages fixed for direct recruitment and for promotion may continue.

52.132. Even though these officials are not graduates they were given a scale of pay higher than for graduates. Further revision to a higher level does not appear to be equitable. The scale of pay for these posts may, therefore, be fixed as Rs. 140—5—150—8—190—EB—10—260—15—290.

Laboratory Technicians (Juniors), (229) (Rs. 100—5—150—6—180)

52.133. According to the Rules of Recruitment, 80 per cent of these posts are to be filled by direct recruitment of persons holding S.S.L.C. qualifications with Science as optional subject, and 20 per cent by promotion of Laboratory Assistants with 10 years of experience. Both these modes of recruitment may continue.

52.134. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

Radiographers : (14) (Rs. 140—5—150—6—180—10—220)

52.135. The Rules of Recruitment have not been prescribed for these posts. It was suggested that these posts might be filled by direct recruitment of persons with Intermediate Science or equivalent qualification with a pass in the examination of Radiographers conducted by a recognised Body or by promotion on the basis of Seniority-cum-merit from among the Junior X-Ray Technicians.

52.136. It was represented on behalf of the Radiographers that the scale of pay for this category might be brought on par with that for Physio-Therapists. The Commission, however, understands that the responsibilities and duties of Radiographers are lower than those of Physio-Therapist. The scales of pay

for these two categories of posts need not, therefore, be identical. These persons are already in the scale of pay which more or less corresponds to the scale of pay in the revised scales fixed for graduates. Hence, the Commission does not consider it equitable to revise the scale with a higher starting pay. The revised scale may, therefore, be Rs. 140—5—150—8—190—EB—10—260—15—290.

X-Ray Technicians : (87) (Rs. 100—5—150—6—180).

52.137. According to the Rules of Recruitment, these posts are to be filled by direct recruitment of persons possessing a Certificate granted by the Department of having successfully undergone training as X-Ray Technician in a Hospital for 12 months.

52.138. This mode of recruitment is adequate and may continue.

52.139. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

Senior Microscopists : (17) (Rs. 110—5—150—6—180—10—220).

52.140. The Rules of Recruitment have not been prescribed for these posts. It is suggested that these posts might be filled to the extent of 75 per cent by direct recruitment of persons with P. U. C. or equivalent qualification and 25 per cent by promotion from Junior Microscopists. The Rules of Recruitment may be framed accordingly.

52.141. The scale of pay for these posts may be Rs. 130—5—170—6—200—EB—10—240.

Junior Microscopists : (226) (Rs. 100—5—150—6—180).

52.142. The Rules of Recruitment have not been prescribed for these posts so far. It is suggested that these posts might be filled by direct recruitment of persons with S.S.L.C. or equivalent qualification. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

Electricians : (9) (Rs. 100—5—150—6—180—10—200).

52.143. According to the Rules of Recruitment, these posts are to be filled by direct recruitment. It is ascertained that the present incumbents of these posts have secured a Certificate in Electrical Engineering. Even in future these posts may be filled by direct recruitment of persons with similar qualifications. The scale of pay for these posts may be revised as Rs. 130—5—170—6—200—EB—10—240.

Food Supervisors : (2) (Rs. 110—5—150—6—180—10—220).

52.144. The Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be included in the common category of I Division Clerks of the Department and the posts filled from this common cadre.

52.145. The scale of pay for these posts may be the same as for I Division Clerks of this Department.

Assistant Food Supervisors :--(4) (Rs. 80- 3--110- 4--130- 5--150-) plus special pay Rs. 10 per month.

52.146. The Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be included in the common category of Second Division Clerks of the Department and the posts filled from this common cadre.

52.147. The scale of pay for these posts may be the same as for Second Division Clerks of this Department. The Special Pay may, however, be discontinued.

Medico-Social Workers (Senior) :--(2) (Rs. 150--8 190--10 320).

52.148. According to Rules of Recruitment, these posts are to be filled by direct recruitment of persons with a degree of a recognised University and a diploma in Social Science from a recognised Institution or by promotion from the cadre of Medico-Social Workers (Junior). These modes of recruitment are adequate and may continue.

52.149. The scale of pay for these posts may be Rs. 175- 10--275--15--350--EB--20--450.

Medico-Social Workers (Junior) :--(17) (Rs. 140--5 150--6 180--10 200).

52.150. The Rules of Recruitment provide for 50 per cent of these posts being filled by direct recruitment of persons with a pass in Intermediate or Pre-University Examination or an equivalent examination with experience in social work, and 50 per cent by promotion from the cadre of Non-Medical Assistants (Para-Medical Workers). These modes of recruitment are adequate and may continue.

52.151. The scale of pay for these posts may be Rs. 170- 5--180--8- 220 --EB--10--300.

Non-Medical Assistants (Para-Medical Workers) : (87) (Rs. 80--3--110- 4--130--5--150).

52.152. According to the Rules of Recruitment, these posts are required to be filled by direct recruitment of persons with S.S.L.C. or equivalent qualification. This mode of recruitment may continue. The scale of pay for these posts may be Rs. 95- 3--125--4--145--EB--5--200.

Scientific Assistants :--(5) (Rs. 180--10--320).

52.153. Rules of Recruitment have not been prescribed for these posts. These posts may be filled by direct recruitment of persons with a degree in Science with sufficient experience in Malaria Laboratory work. The Rules of Recruitment may be framed accordingly.

52.154. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

Dental Mechanics : (4) (Rs. 150—8—190—10—320).

52.155. Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by direct recruitment of persons possessing S.S.L.C. or equivalent qualification with a Certificate in Dental Mechanism of a recognised Institution or Body. The Rules of Recruitment may be framed accordingly.

52.156. The scale of pay for these posts may be Rs. 170—5—180—8—220—EB—10—300, taking into consideration the qualifications proposed and the nature of work involved.

Modellers : (3) (Rs. 90—4—110—5—150).

52.157. Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by direct recruitment of persons with a pass in the S.S.L.C. or equivalent examination with a Diploma or Certificate in Modelling (Clay) Art of a recognised Institution or Body. The Rules of Recruitment may be framed accordingly.

52.158. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

Social Workers : (4) (Rs. 110—5—150—6—180—10—200)

52.159. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons with Bachelor's Degree in Sociology, Anthropology or Psychology of a recognised University with a Diploma in Social Work. This position may continue.

52.160. The scale of pay for these posts may be Rs. 170—5—180—8—220—EB—10—300.

Psychiatric Social Worker : (1) (Rs. 200—10—300—20—500).

52.161. Appointment to this post is to be made, according to the Rules of Recruitment, by direct recruitment of a Graduate of a recognised University possessing a Diploma in Social Work. This mode of recruitment may continue. The scale of pay for this post may be fixed as Rs. 170—5—180—8—220—EB—10—300 being the scale of pay fixed for other posts requiring similar qualifications. Since the present incumbent is in a higher scale of pay he may be permitted to continue in this scale, if he so desires.

B.C.G. Technicians : (105) (Rs. 80—3—110—4—130—5—140).

52.162. Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by direct recruitment of persons with a pass in S.S.L.C. or equivalent examination and after training for six weeks at the Lady Willingdon T. B. Demonstration and Training Centre, Bangalore. The Rules of Recruitment may be framed accordingly.

52.163. The scale of pay for these posts may be Rs. 95—3—125—4—145—
EB—5—200.

Entomological Assistants (Junior) : (4) (Rs. 120—5—150—8—190—10—240).

52.164. According to the Rules of Recruitment these posts are to be filled by direct recruitment of persons with a Degree in Zoology as the main subject of a recognised University or equivalent qualification. This mode of recruitment may continue.

52.165. The scale of pay for these posts may be Rs. 140—5—150—8—190—
EB—10—260—15—290.

Refractionists : (10) (Rs. 110—5—150—6—180—10—220).

52.166. The Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by direct recruitment of persons possessing S.S.L.C. (E.C. & P.S.) qualification with a pass in the Examination of Refractionist conducted by a recognised Body or Institution.

52.167. The scale of pay for these posts may be Rs. 110—4—130—5—170—
EB—6—200 being the scale proposed for other posts requiring similar qualifications. As the present scales are higher than those now proposed, the present incumbents may be permitted to retain their existing scales if they so desire.

Senior Health Inspectors : (252) (Rs. 140—5—150—8—190—10—220).

52.168. These posts are to be filled by promotion from the cadre of Junior Health Inspectors. This mode of recruitment may continue.

52.169. The scale of pay for these posts may be Rs. 170—5—180—
8—220—EB—10—300.

Junior Health Inspectors : (1,026) (Rs. 100—5—150—6—180)

52.170. According to the Rules of Recruitment these posts are to be filled by direct recruitment of persons with S.S.L.C. or equivalent qualification and a pass in Health Inspectors' Training Examination. This mode of recruitment is adequate and may continue.

52.171. The scale of pay for these posts may be Rs. 110—4—130—5—
170—EB—6—200.

Family Planning Health Assistants : (911) (Rs. 100—5—150—6—180).

52.172. Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by transfer from the cadre of Junior Health Inspectors or by promotion from the cadre of Family Planning Field Workers. The Rules of Recruitment may be framed accordingly.

52.173. The scale of pay for these posts may be Rs. 110—4—130—5—170—
EB—6—200.

Basic Health Workers : (1,032) (Rs. 80—3—110—4—130—5—150) Rs. 75
(Fixed).

52.174. Rules of Recruitment have not been prescribed for these posts so far. The Commission suggests that these posts may be filled by direct recruitment of persons with S.S.L.C. qualification and a pass in Health Inspectors' Examination. The Rules of Recruitment may be framed accordingly.

52.175. It was represented that some officials in this category were getting only Rs. 75 as fixed pay and that a suitable scale of pay might be fixed for them and that all Basic Health Workers who have completed five years of service might be given a suitable scale of pay. The scale of pay for these posts may be fixed as Rs. 110—4—130—5—170—EB—6—200.

Malaria Surveillance Workers : (543) (Rs. 75 p.m. fixed)

52.176. According to the Rules of Recruitment these posts are to be filled by Direct Recruitment of persons with a pass in S.S.L.C. or equivalent examination or by promotion from the cadre of Supervisory Field Workers. These modes of recruitment may continue.

52.177. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

Malaria Surveillance Inspectors : (135) (Rs. 80—3—110—4—150)

52.178. Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by promotion from the cadre of Malaria Surveillance Workers under National Malaria Eradication Programme Scheme. The Rules of Recruitment may be framed accordingly.

52.179. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

Family Planning Field Workers : (38) (Rs. 80—3—110—4—150)

52.180. Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by direct recruitment of persons possessing S.S.L.C. qualification. The Rules of Recruitment may be framed accordingly.

52.181. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

Physical Therapist : (1) }
Occupational Therapist : (1) } (Rs. 225—10—285—15—375)

52.182. It is ascertained that the posts are now vacant.

52.183. Rules of Recruitment have not been prescribed for these posts so far. The Commission suggests that these posts may be filled by promotion from the cadres of Physio-Therapist and Occupational Therapist Grade-II. The Rules of Recruitment may be framed accordingly. The scales of pay for these posts may be Rs. 225—10—305—15—350—EB—20—450.

Occupational Therapist : (1) (Rs. 175—10—225—15—300—20—400)

52.184. Rules of Recruitment have not been prescribed for this post. The Commission suggests that this post may be filled by direct recruitment of a person possessing S.S.L.C. qualification with two years of training in Physio-Therapy or Occupational Therapy as the case may be and five years of experience as a Nurse. The Rules of Recruitment may be framed accordingly. This post may be redesignated as Occupational Therapist Grade II.

52.185. The scale of pay for this post may be revised as Rs. 200—10—280—370—EB—20—450.

Physio-Therapists : (2) (Rs. 110—5—150—6—180—10—220)

52.186. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons possessing S.S.L.C. or equivalent qualification and a certificate for having passed Physio-Therapists course from any of the recognised Institutions. This mode of recruitment may continue.

52.187. The scale of pay for these posts may be Rs. 130—5—170—6—200—10—240.

Malaria Supervisors : (3) (Rs. 180—10—320)

52.188. According to the Rules of Recruitment these post are to be filled by promotion from the cadre of Senior Health Inspectors. This mode of recruitment may continue.

52.189. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

Statistician : (1) } (Rs. 150—8—190—10—270)
Statistical Assistants : (20) }

52.190. Rules of Recruitment have not been prescribed for these posts. As the officials holding these posts have no promotional opportunities, these posts may be filled by taking on deputation officials holding corresponding posts from the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents of these posts may be shifted against corresponding posts in the Bureau and they may be treated as on deputation to this Department. The scale of pay for these officials may be the same as for the officials holding corresponding posts in the Bureau of Economics and Statistics.

Assistant Unit Officers (Non-Medical) : (5) (Rs. 180—10—320)

52.191. Rules of Recruitment to these posts have not been prescribed. The Commission suggests that these posts may be filled by promotion from the cadre of Senior Health Inspectors. The Rules of Recruitment may be framed accordingly.

52.192. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

Teacher in Health Education : (1) (Rs. 180—10—320)

52.193. Rules of Recruitment have not been prescribed for this post so far. The Commission suggests that this post may be filled by direct recruitment of a graduate with B.Ed. or B.T. with five years of experience in a Training School or College. The Rules of Recruitment may be framed accordingly.

52.194. The scale of pay for this post may be Rs. 200—10—280—15—370—EB—20—450.

District Health Educators : (7) (Rs. 180—10—320)

52.195. Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by direct recruitment of persons possessing Bachelors Degree in Social Science with experience in Audio-Visual Education. The Rules of Recruitment may be framed accordingly.

52.196. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

Health Education Extension Workers : (2) }
District Health Educators (Male) (19) } (Rs. 180—10—320)
District Extension Educators (Female) : (19) }

52.197. Rules of Recruitment have not been prescribed for these posts. It is suggested that these posts may be filled by promotion from the cadre of Block/Urban Extension Educators or by taking officials holding corresponding posts on deputation from the Department of Public Instruction or by direct recruitment of graduates who possess the additional qualification of B.Ed. or B.T. The Rules of Recruitment may be framed accordingly.

52.198. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

Physio Therapists (Leprosy Scheme) : (11) (Rs. 180—10—320)

52.199. Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be filled by direct recruitment of persons with S.S.L.C. or equivalent qualification with a certificate for having passed Physio-therapists Course from any of the recognised Institution, like Gandhi Memorial Leprosy Foundation, Wardha, C.M.C. College, Vellore, Central Leprosy Teaching Research Institute, Madras. The Rules of Recruitment may be framed accordingly.

52.200. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

Statistical Assistants : (2) (Rs. 150—8—190—10—270)

52.201. Rules of Recruitment have not been prescribed for these posts. These posts may be filled by taking on deputation officials holding corresponding posts from the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents of these posts

may be shifted against corresponding posts in the Bureau and they may be treated as on deputation to this Department.

52.202. The scale of pay for these officials may be the same as for officials holding corresponding posts in the Bureau of Economics and Statistics.

Block Extension Educators : (300) (Rs. 140—5—150—8—190—10—250)

52.203. Rules of Recruitment have not been prescribed for these posts. It is suggested that 50 per cent of these posts may be filled by transfer from the cadre of Senior Health Inspectors and the other 50 per cent by direct recruitment of graduates in Arts and Science. The Rules of Recruitment may be framed accordingly.

52.204. The scale of pay for these posts may be Rs. 170—5—180—8—220—EB—10—300.

Compounders (allopathic) : (1,098) (Rs. 80—3—110—4—130—5—140)

52.205. According to the Rules of Recruitment these posts are to be filled by direct recruitment of candidates with Standard VIII qualification with a Certificate in Compounding granted by the Department. This mode of recruitment may continue.

52.206. The scale of pay for these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

Compounders (Senior Grade) :

52.207. The Commission has recommended in para 59 that 10 per cent of the posts of Compounders may be upgraded as Senior Grade Posts and filled by promotion of the Compounders on the basis of seniority-cum-merit. The Rules of Recruitment may be framed accordingly.

52.208. The scale of pay for these posts may be fixed as Rs. 130—5—170—6—200—EB—10—240.

Senior Mechanics : (2) (Rs. 140—5—150—8—190—10—250)

Junior Mechanics : (11) (Rs. 80—3—110—4—130—5—150)

52.209. According to the existing Rules of Recruitment, the posts of Senior Mechanics are to be filled by promotion from the Cadre of Junior Mechanics or Drivers and the posts of Junior Mechanics by direct recruitment of persons holding a Diploma in Automobile Engineering or experience of five years in a Workshop. It is not correct to promote Drivers as Senior Mechanics unless they possess the same qualifications as the Junior Mechanics. The provision for this promotion of the Drivers as Senior Mechanics may be amended suitably.

52.210. The scales of pay for these posts may be revised as Rs. 170—5—180—8—220—EB—10—300 for Senior Mechanics and Rs. 95—3—125—4—145—EB—5—200 for Junior Mechanics.

Projectionists : (2) (Rs. 140—5—150—8—190—10—320)

52.211. According to the Rules of Recruitment, these posts are to be filled by direct recruitment of persons possessing a certificate in Cinematography of Jayachamarajendra Technical Institute or equivalent qualification. This mode of recruitment may continue.

52.212. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

Dais : (39) (Rs. 40—2—60)

52.213. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons possessing a certificate of Dais training from a recognised Institution. This mode of recruitment may continue.

52.214. The scale of pay for these posts may be Rs. 60—1—80—2—90.

Laboratory and X-Ray Attenders : (18) (Rs. 60—1—70—2—90)

52.215. According to the Rules of Recruitment these posts are to be filled to the extent of 50 per cent by direct recruitment and 50 per cent by promotion from among X-Ray Attenders Grade II or Laboratory Attenders Grade II. The provision for direct recruitment may be deleted and the Rules of Recruitment amended accordingly.

52.216. The scale of pay for these posts may be Rs. 80—2—90—3—120—4—140.

Laboratory Assistants : (27) (Rs. 65—1—70—2—90)

52.217. According to the Rules of Recruitment, these posts are to be filled by promotion of Senior Ward Attendants with practical experience in Laboratory work. This mode of recruitment may continue.

52.218. The scale of pay for these posts may be Rs. 80—2—90—3—120—4—140.

Superior Field Workers : (37) (Rs. 55—1—65—2—85)

52.219. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons with Standard VIII Qualification. This mode of recruitment may continue.

52.220. The scale of pay for these posts may be Rs. 65—1—75—2—95.

<i>O.T. Attenders</i> (66)	}	(Rs. 55—1—65—2—75)
<i>O.P. Attenders</i> (18)		
<i>and Barbers</i> (12)		

52.221. The Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be included in the common category of Class IV Officials ; and these posts filled from the common pool, by persons with requisite experience.

52.222. The scale of pay for these posts may be Rs. 60—1—80—2—90.

<i>Tinkers</i> (1)	}	(Rs. 55—1—65—2—85)
<i>Lift Attenders</i> (9)		
<i>Tailors</i> (8)		

52.223. These posts are filled by direct recruitment in respect of the first two posts, no qualifications have been prescribed for direct recruitment. The posts of Tailors are filled by persons possessing certificate in Tailoring and Cutting from a recognised Institution. This mode of recruitment is adequate and may continue.

52.224. The scale of pay for these officials may be Rs. 65—1—75—2—95.

<i>Physicists</i> (2)	}	(Rs. 230—20—350—25—500)
		(Rs. 200—20—400)

52.225. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons possessing M.Sc., Degree in Nuclear Physics of a Recognised University with one year's practical training in Atomic Energy Commission, Bombay, This mode of recruitment is adequate. It is understood that it has become very difficult to secure the services of persons with the prescribed qualifications for either of the aforesaid scales of pay. In view of the high qualifications prescribed for the post and dearth of suitable persons to hold these posts the scale of pay for these posts may be revised as Rs. 300—25—550—EB—30—700.

Research Assistant : (1) (Rs. 180—10—270—15—360)

52.226. The Rules of Recruitment provide for this post being filled by direct recruitment of persons holding a degree in Zoology of a recognised University or equivalent qualification. This mode of recruitment may continue.

52.227. The scale of pay for this post may be Rs. 200—10—280—15—370—EB—20—450.

<i>Draughtsman</i>	}	(Rs. 150—8—190—10—320)
		(Rs. 180—10—320)

52.228. The Rules of Recruitment provide for being filled by direct recruitment of persons possessing a recognised Diploma in Draughtsmanship. There are corresponding posts in the Public Works Department and the officials of corresponding rank may be taken on deputation from that Department. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department.

52.229. The scale of pay for these posts may be the same as for corresponding posts in the Public Works Department.

Physical Cultural Instructors : (4) (Rs. 150—8—190—10—250)

52.230. According to the existing cadre and Recruitment Rules, these posts are to be filled by Direct Recruitment of persons possessing a Degree or Diploma

in Physical Training. These are corresponding posts in the Department of Public Instruction and officials of Corresponding rank may be taken on deputation from that Department. The Rules of Recruitment may be amended accordingly. The liens of the present incumbents may be shifted against corresponding posts in the Department of Public Instruction and they may be treated as on deputation to this Department.

52.231. The scale of pay for these posts may be the same as for corresponding posts in the Department of Public Instruction.

Teacher in Child Psychiatry : (1) (Rs. 200—10—300—20—500)

52.232. The Rules of Recruitment provide for this post being filled by direct recruitment of a person possessing B.Ed. Degree of a recognised University or equivalent qualification and experience in teaching subnormal and defective children. The Commission suggests that consistently with the nature of the work it would be necessary to prescribe that the candidates should also possess a Degree in Psychology. The Rules of Recruitment may be modified accordingly.

52.233. In view of the high qualifications required for this posts and the scales of pay obtaining for similar posts in the neighbouring States, the scale of pay for this post may be fixed as Rs. 250—10—300—15—420—EB—20—500.

Junior Chemists : (15) (Rs. 150—8—190—10—320—15—350)

52.234. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons holding a Degree in Chemistry of a recognised University or equivalent qualification. This mode of recruitment may continue.

52.235. Since the present scale is higher than what is recommended for posts like those of Biochemists with similar qualifications, the Commission considers it necessary to prescribe for these posts the same scale as for Bio-Chmists. The present incumbents may, however, retain their present scale if they so desire.

Weaving Instructor : (1) (Rs. 150—8—190—10—320)

52.236. The Rules of Recruitment provide for this post being filled by direct recruitment or by taking on deputation an officer of corresponding status from the Department of Industries and Commerce. As this official will not have any promotional opportunities in this Department, the provision for direct recruitment may be deleted and the post filled only by taking on deputation an official of corresponding status from the Department of Industries and Commerce. If the present incumbent has been appointed by direct recruitment his lien may be shifted against a corresponding post in the Department of Industries and Commerce and he may be treated as on deputation to this Department.

52.237. The scale of pay for this post may be the same as for corresponding posts in the Department of Industries and Commerce.

Printing Instructor (1) }
Craft Assistant (1) } (Rs. 80—3—110—4—130—5—150)

52.238. Rules of Recruitment have not been prescribed for these posts. As these officials will not have any promotional opportunities in this Department these posts may be filled by taking on deputation, officials holding equivalent posts from the Department of Technical Education. The Rules of Recruitment may be framed accordingly. If the existing incumbents have been appointed by direct recruitment, their liens may be shifted against corresponding posts in the Department of Technical Education and they may be treated as on deputation to this Department.

52.239. The scale of pay for these officials may be the same as for corresponding posts in the Department of Technical Education.

Machine Minders (2) }
Binder (1) } (Rs. 80—3—110—4—130—5—150)
Compositors (2)

52.240. The Rules of Recruitment have not been prescribed for these posts. As these officials will not have any promotional opportunities in this Department, these posts may be filled by taking on deputation officials holding equivalent posts from the Department of Printing and Stationery. The liens of the present incumbents may be shifted against corresponding posts in the Department of Printing and Stationery and they may be treated as on deputation to this Department. The Rules of Recruitment may be framed accordingly.

52.241. The scales of pay for these posts may be the same as for corresponding posts in the Department of Printing and Stationery.

Warper : (1) (Rs. 70—2—80—3—110)

52.242. Rules of Recruitment have not been prescribed for this post. It is suggested that this post may be filled by direct recruitment of a literate person with practical experience of 3 years in Warping, Drawing in mounting and knowing other loom adjustments. The Rules of Recruitment may be framed accordingly.

52.243. The scale of pay for this post may be Rs. 85—2—95—3—125—EB—4—145.

Health Visitors (T.B.) : (36) (Rs. 110—5—150—6—180—10—220)

52.244. Rules of Recruitment have not been prescribed for these posts. It is suggested that these posts may be filled by direct recruitment of persons who have passed S.S.L.C. or equivalent examination with a certificate of training in T.B. Demonstration and Training Centres. The Rules of Recruitment may be framed accordingly.

52.245. It was represented that on account of lack of promotional opportunities, these posts should carry better scales of pay than at present. The Commission considers that these officials should get the same scale of pay as the Health

Visitors in the Department and accordingly recommends that they may be given the same scale *viz.*, Rs. 170—5—180—8—220—EB—10—300.

<i>Supervisor, Weaving Section</i> : (1)	(Rs. 100—5—150—8—180—10—200)
<i>Weaving Instructress</i> : (1)	} (Rs. 100—5—150—6—180—10—200)
<i>Weaving Assistant</i> : (1)	
<i>Spinning Assistant</i> : (1)	

52.246. The Rules of Recruitment provide for these posts being filled by direct recruitment, in the case of the Supervisor, Weaving Section by direct recruitment of persons with S.S.L.C. or equivalent qualification with Diploma in Weaving and in the case of the Weaving Instructress, the Weaving Assistant and the Spinning Assistant by direct recruitment of persons who have passed Standard VIII with a Diploma in Weaving or Spinning or by taking on deputation officials holding equivalent posts from the Department of Industries and Commerce. As these officials will not have any promotional chances in this department, these posts may be filled only by taking on deputation officials holding equivalent posts from the Department of Industries and Commerce and the provision for direct recruitment may be deleted. The Rules of Recruitment may be modified accordingly. The liens of the existing incumbents of these posts may be shifted against corresponding posts in the Department of Industries and Commerce and they may be treated as on deputation to this Department.

52.247. The scale of pay for these posts may be the same as for corresponding posts in the Department of Industries and Commerce.

<i>Blood Bank Technician</i> : (1)	} (Rs. 80—3—110—4—130—5—150)
<i>Dark Room Assistants</i> : (4)	

52.248. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons with S.S.L.C. or equivalent qualification in respect of Blood Bank Technicians and with Standard VIII qualification in respect of Dark Room Assistants. These modes of recruitment are adequate and may be continued.

52.249. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200 in the case of Blood Bank Technician and Rs. 80—2—90—3—120—4—140 in the case of Dark Room Assistants. As the present scale of pay for the Dark Room Assistants is more advantageous to them than revised scale, the existing incumbents may be allowed to retain the present scale, if they so desire.

Mechanic : (1) (Rs. 70—2—80—3—125)

52.250. The Rules of Recruitment provide for this post being filled by direct recruitment of a person possessing a certificate from a recognised Polytechnic.

52.251. The provision for direct recruitment may be deleted as the official will not have any promotional opportunities in this Department. An official to fill this post may be taken only on deputation from the Public Works Department. The lien of the existing incumbent may be shifted against corresponding post,

in the Public Works Department and he may be treated as on deputation to this Department. The Rules of Recruitment may be modified accordingly.

52.252. The scale of pay for this official may be the same as for similar officials in the Public Works Department.

House and Linen Keeper : (3) (Rs. 80—3—110—4—130—5—140)

52.253. The Rules of Recruitment provide for these posts being filled by direct recruitment of candidates possessing S.S.L.C. or equivalent qualification.

52.254. These posts may be included in the common cadre of Second Division Clerks of the Department and the official to fill these posts drawn from that cadre.

52.255. The scale of pay for these posts may be the same as for Second Division Clerks.

Plumber : (1) (Rs. 55—1—65—2—85)

52.256. According to the Cadre and Recruitment Rules this post is to be filled by direct recruitment of a person with S.S.L.C. or equivalent qualification. This mode of recruitment is adequate and may be continued.

52.257. The scale of pay for this post may be Rs. 95—3—125—4—145—EB—5—200 as the educational qualification prescribed for the post is S.S.L.C. Examination.

Theatre Assistant : (1) (Rs. 50—1—60)

52.258. The Rules of Recruitment provide for this post being filled by promotion of Senior Ward Servants or Attendants trained in Operation Theatre work.

52.259. It is suggested that these posts may be included in the Common Cadre of Class IV Officials and the post filled by transfer of a suitable person from this category.

52.260. The scale of pay for this post may be the same as for other Class IV officials of the Department.

Electrician Grade II : (3) }
Wiremen : (1) } (Rs. 65—1—75—2—90)

52.261. The Rules of Recruitment provide for these posts being filled by direct recruitment. This mode of recruitment may continue.

52.262. The scale of pay for these officials may be Rs. 85—2—95—3—125—EB—4—145.

Carpenters : (5) }
Tailors : (7) } (Rs. 55—1—65—2—85)

52.263. According to the Cadre and Recruitment Rules, all these posts are filled by direct recruitment of persons possessing certificate in carpentry, and

tailoring and cutting of a recognised Institution. This mode of recruitment may continue. The scale of pay for these posts may be Rs. 65—1—75—2—95.

Needle Work Teacher : (1) (Rs. 55—1—65—2—85)

52.264. The Rules of Recruitment provide for this post being filled by direct recruitment of a person possessing a certificate in sewing and needle work from a recognised Institution. This mode of recruitment may continue.

52.265. It was represented to the Commission that corresponding posts in the Departments of Social Welfare, and Probation and After-care were in the scale of pay Rs. 80—3—110—4—130—5—150 and that the same scale might be sanctioned for this post after merging the two posts of Needle Work Instructor and Training Instructor.

52.266. Taking this representation into consideration the Commission recommends the scale of pay for this post may be Rs. 95—3—125—4—145—EB—5—200.

House Keeper Grade III : (1) (Rs. 80—3—110—4—130—5—140)

52.267. The Rules of Recruitment provide for this post being filled by direct recruitment of a person possessing a certificate in sewing and needle work from a recognised Institution. The existing mode of recruitment may continue.

52.268. The scale of pay for this post may be Rs. 95—3—125—4—145—EB—5—200.

Chemist : (1) (Rs. 350—25—650—30—800)

52.269. According to the Cadre and Recruitment Rules this post is to be

52.274. The scale of pay for these posts may be Rs. 300—25—550—EB—30—700.

Assistant Entomologist : (1) (Rs. 250—15—310—20—450)

52.275. The Rules of Recruitment provide for this post being filled by promotion from the cadre of Entomological Assistants (junior). This mode of recruitment may continue.

52.276. The scale of pay for this post may be Rs. 275—20—375—EB—25—525.

Technical Officer, Student Health Education Unit : (1)

(Rs. 300—25—550—30—700).

52.277. According to the Rules of Recruitment this post is to be filled by direct recruitment of a person holding a Master's Degree in Arts or Science of a recognised University. As this Officer will not have any promotional opportunity in this Department, the question of filling this post by taking on deputation an Officer with similar qualifications from the Department of Public Instruction may be considered when a vacancy occurs.

52.278. The scale of pay for this post may be revised as Rs. 350—25—600—30—780—EB—40—900.

Assistant to the Assistant Director, Health Education and Social Scientist : (1)

(Rs. 300—25—550—30—700).

52.279. The Rules of Recruitment provide for this post being filled by direct recruitment of persons holding a Master's Degree in Social Psychology, Social Education or Cultural Anthropology of a recognised University. This mode of recruitment is adequate and may continue.

52.280. The scale of pay for this post may be Rs. 350—25—600—30—780—EB—40—900.

Technical Officer, Field Study and Demonstration Centre (Social Scientist) : (1)

(Rs. 300—25—550—30—700).

52.281. According to the Rules of Recruitment this post is to be filled by direct recruitment of a person holding a Master's Degree in Social Psychology or Social Education or Cultural Anthropology of a recognised University. This mode of recruitment may continue.

52.282. The scale of pay for this post may be Rs. 350—25—600—30—780—EB—40—900.

Technical Officer, Audio-Visual Section : (1) (Rs. 300—25—550—30—700)

52.283. According to the Rules of Recruitment this post is to be filled by direct recruitment of a person holding a degree in Arts or Science from a recognised University. As this Officer will not have any promotional opportunity in this Department it is suggested that this post may be filled by taking on deputation

an Officer holding a corresponding post in the Department of Public Instruction when a vacancy arises. The Rules of Recruitment may be amended suitably.

52.284. The scale of pay for this post may be Rs. 350—25—600—30—780—EB—40—900.

Public Health Nurse : (1) (Rs. 140—5—150—6—180—10—220)

52.285. According to the Cadre and Recruitment Rules this post is to be filled by direct recruitment of a person who has passed S.S.L.C. Examination and has secured a Diploma in Sick Nursing and Midwifery. This mode of recruitment is adequate and may continue.

52.286. The scale of pay for this post may be the same as for Staff Nurses.

Silk Screening Technician : (1) (Rs. 80—3—110—4—130—5—150)

52.287. According to the Cadre and Recruitment Rules, this post is to be filled by direct recruitment of person with a pass in VIII Standard with knowledge in printing on the silk screen. This mode of recruitment may continue.

52.288. The scale of pay for this post may be Rs. 95—3—125—4—145—EB—5—200.

Library Assistant : (1) (Rs. 110—5—150—6—180—10—220)

52.289. According to the Cadre and Recruitment Rules, this post is to be filled by direct recruitment of a person possessing a degree of a recognised University. As no special qualification in Library Science has been prescribed for this post, it may be included in the cadre of I Division Clerks. In future, a I Division Clerk, who has secured a Certificate or Diploma in Library Science may be posted as the Library Assistant and be paid the pay of a I Division Clerk in addition to a special pay of Rs. 20 per month.

Artist-cum-Photographer : (1) (Rs. 140—5—150—8—190—10—320)

52.290. According to the Rules of Recruitment this post is to be filled by direct recruitment of a person possessing a Diploma in Photography of a recognised Institute. This post may be filled by taking on deputation an official holding a corresponding post from the Department of Information and Tourism. The lien of the present incumbent may be shifted against the corresponding post in the Information and Tourism Department and he may be treated as on deputation to this Department. The Rules of Recruitment may be amended accordingly.

52.291. The scale of pay for this post may be the same as for the official holding a corresponding post in the Department of Information and Tourism.

Social Worker : (1) (Rs. 190—10—300)

52.292. The Rules of Recruitment provide for this post being filled by direct recruitment of a person holding a Bachelor's degree in Sociology, Anthropology or Psychology of a recognised University. This mode of recruitment is adequate and may continue.

52.293. The scale of pay for this post may be Rs. 200—10—280—15—370—EB—20—450.

Craftsmen : (1) (Rs. 140—5—150—6—180—10—220)

52.294. The Rules of Recruitment provide for this post being filled by direct recruitment of a person who has passed the VIII Standard Examination with a Certificate in the Craft of Preparation of Models, from a recognised Craftsmen Training Centre. As this official will not have any promotional opportunity in this Department, this post may be filled by taking on deputation an official holding a corresponding post in the Department of Technical Education and the provision regarding direct recruitment may be deleted. The lien of the present incumbent may be shifted against a corresponding post in the Department of Technical Education and he may be treated as on deputation to this Department.

52.295. The scale of pay for this post may be the same as for a person holding a similar post in the Department of Technical Education.

Sub-Editor : (1) (Rs. 140—5—150—8—190—10—320)

52.296. The Rules of Recruitment provide for this post being filled by direct recruitment of a person holding a degree of a recognised University. The present mode of recruitment may be continued.

52.297. The scale of pay for this post may be Rs. 175—10—275—15—350—EB—20—450.

Home Science Assistant : (1) (Rs. 180—10—320)

52.298. The Rules of Recruitment provide for this post being filled by direct recruitment of a person possessing a Degree in Home Science. The present mode of recruitment may continue.

52.299. The scale of pay for this post may be Rs. 200—10—280—15—370—EB—20—450.

Surveyor : (1) (Rs. 200—10—300—15—375)

52.300. This post is to be filled by taking on deputation an official holding a corresponding post from the Public Works Department. This mode of recruitment is adequate and may continue.

52.301. The scale of pay for this post may be the same as for corresponding posts in the Public Works Department.

Insect Collectors : (17) (Rs. 55—1—65—2—85)

52.302. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons who have passed the Standard VIII Examination. This mode of recruitment may continue.

52.303. The scale of pay for these posts may be Rs. 65—1—75—2—95.

Assistant Mechanics : (2) (Rs. 70—2—80—3—110)

52.304. The Cadre and Recruitment Rules provide for these posts being filled by direct recruitment of persons possessing a Certificate in Automobile Engineering or experience of three years in a Workshop. This mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 85—2—95—3—125—EB—4—145.

Carpenters : (1) (Rs. 80—3—110—4—130—5—150)

Artists : (1) (Rs. 80—3—110—4—130—5—150)

52.305. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons possessing a Certificate in Carpentry or Diploma in Arts as the case may be from Jayachamarajendra Technical Institute. This mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

Propagandists : (2) (Rs. 140—5—150—6—180—10—200)

52.306. According to the Cadre and Recruitment Rules, these posts are to be filled by transfer of Senior Health Inspectors. This mode of recruitment is adequate and may continue.

52.307. The scale of pay for these posts may be the same as for Senior Health Inspectors.

Librarians : (14) (Rs. 180—10—320)

52.308. The Rules of Recruitment have not been prescribed for these posts. The Commission suggests that the qualification for the Librarians should be prescribed as a Degree in Science or Arts with a Diploma in Library Science. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be revised as Rs. 200—10—280—15—370—EB—20—450.

Steward : (1) (Rs. 180—10—320)

52.309. The Rules of Recruitment have not been prescribed for this post. It is suggested that this post may be filled by promotion on the basis of seniority-cum-merit from the cadre of I Division Clerks. The Rules of Recruitment may be framed accordingly.

52.310. The scale of pay for this post may be revised as Rs. 200—10—280—15—370—EB—25—550.

Store-Keepers-cum-Clerks : (123) (Rs. 110—5—150—6—180—10—220)

52.311. The Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be included in the common cadre of I Division Clerks of the Department and the posts filled from this common pool by officials with necessary experience.

52.312. The scale of pay for these posts may be the same as those given to I Division Clerks.

Store-Keepers-cum-Clerks-cum-Accountants : (8) (Rs. 80—3—110—4—130—5—150)

52.313. The Rules of Recruitment have not been prescribed for these posts. The Commission suggests that these posts may be included in the common cadre of II Division Clerks of the Department and the posts filled from this common pool by officials with necessary experience.

52.314. The scale of pay for these posts may be the same as those given to II Division Clerks.

Dressers Grade I : (1) (Rs. 55—1—65—2—85)

52.315. According to the Rules of Recruitment these posts are to be filled by promotion from the cadre of II Grade Dressers. This mode of recruitment may continue.

52.316. The scale of pay for these posts may be Rs. 65—1—75—2—95.

Dressers Grade II : (40) (Rs. 50—1—60)

52.317. The Rules of Recruitment provide for these posts being filled by direct recruitment. This mode of recruitment may continue.

52.318. The scale of pay for these posts may be Rs. 60—1—80—2—90.

Ward Boys : (2) (Rs. 55—1—65—2—75)

Ward Ayahs,
Ward Boys,
Ward Attendants } (2,664) (Rs. 50—1—60)

52.319. The Rules of Recruitment provide for these posts being filled by direct recruitment. The posts of Ward Attendants may be included in the common category of Ward Boys and the posts filled from the common pool. The existing mode of Recruitment may continue.

52.320. The two Ward Boys in the scale of pay of Rs. 55—1—65—2—75 may be classed with Nursing Orderlies or with Dressers Grade I and be paid the same scale of pay. All the other posts in this cadre may be given the same scale of pay of Rs. 60—1—80—2—90.

Nursing Orderlies : (9) (Rs. 55—1—65—2—85)

52.321. The Rules of Recruitment provide for 50 per cent of these posts being filled by direct recruitment and the remaining 50 per cent by promotion from cadre of Cleaners. These modes of recruitment are adequate and may continue. The scale of pay for these posts may be Rs. 65—1—75—2—95.

Laboratory Attendants : (5) }
X-Ray Attendants (II Grade) : (7) } (Rs. 50—1—60)

52.322. According to the Rules of Recruitment these posts are to be filled by direct recruitment. This mode of recruitment may continue. The scale of pay for these posts may be Rs. 60—1—80—2—90.

<i>Cooks Grade I</i> : (14)	.. (Rs. 55—1—65—2—75)
<i>Cooks Grade II</i> : (28)	.. (Rs. 55—1—65)
<i>Cooks Grade III</i> : (87)	.. (Rs. 50—1—60)

52.323. All these categories of posts may be brought under one category in accordance with the principles laid down by the Commission in Chapter 4.

52.324. The scale of pay for these posts may be Rs. 60—1—80—2—90.

Dhobi : (1) (Rs. 55—1—65—2—75).

52.325. According to the Rules of Recruitment, this post is to be filled by direct recruitment. This mode of recruitment may continue.

52.326. The scale of pay for this post may be Rs. 65—1—75—2—95.

Sergeants Grade I : (7) (Rs. 55—1—65—2—75)

52.327. These posts are to be filled by promotion from the cadre of Sergeant Grade II. This mode of recruitment may continue.

52.328. The scale of pay for these posts may be Rs. 65—1—75—2—95.

Sergeants Grade II : (1) (Rs. 50—1—60)

52.329. According to the Rules of Recruitment, this post is to be filled by direct recruitment. This mode of recruitment may continue with the modification that the minimum educational qualification of VIII Standard may be prescribed for direct recruitment. The Rules of Recruitment may be amended accordingly.

52.330. The scale of pay for this post may be Rs. 60—1—80—2—90.

Senior Calf Attendant and Head Stableman : (2) (Rs. 55—1—65—2—75)

52.331. The Rules of Recruitment provide for these posts being filled by Calf Attender and Stableman of the Vaccine Institute. The Rule may be amended providing for the promotion of the Calf Attenders and Stablemen as Senior Calf Attendant and Head Stableman respectively. This mode of recruitment may continue.

52.332. The scale of pay for these posts may be Rs. 65—1—75—2—95.

Calf Attendants : (8) (Rs. 50—1—60)

52.333. The Rules of Recruitment provide for these posts being filled by direct recruitment. This mode of recruitment may continue. The scale of pay for these posts may be Rs. 60—1—80—2—90.

Stableman : (1) (Rs. 50—1—60)

52.334. The Rules of Recruitment provide for this post being filled by direct recruitment. This mode of recruitment may continue. The scale of pay for this post may be Rs. 60—1—80—2—90.

<i>Managers, Grade I :</i>	(12)—(Rs. 180—10—320)	
<i>Managers, Grade II :</i>	(2)—(Rs. 150—6—180—10—270)	
<i>Accountants :</i>	(1) (Rs. 180—10—320)	
<i>Special Division</i>	(45) (Rs. 140—5—150—8—190—10—250)	
<i>Clerks</i>		
<i>Senior Clerks :</i>	(56)—(Rs. 150—6—180—10—270)	
<i>Accounts Clerk :</i>	(1)—(Rs. 120—5—150—8—190—10—240)	
<i>Senior Stenographers :</i>	(19)—(Rs. 110—5—150—6—180—10—220)	+ Rs. 30—Special Pay.
<i>Junior Stenographers :</i>	(3)—(Rs. 80—3—110—4—130—5—150)	+ Rs. 20—Special Pay.
<i>I Division Clerks :</i>	(159)—(Rs. 110—5—150—6—180—10—220)	
<i>II Division Clerks :</i>	(403)—(Rs. 80—3—110—4—130—5—150)	
<i>III Division Clerks :</i>	(4)—(Rs. 65—1—70—2—90)	
<i>II Grade Typists :</i>	(91)—(Rs. 80—3—110—4—130—5—150)	+ Rs. 10—Special Pay.
<i>Clerks-cum-Typists :</i>	(12)—(Rs. 80—3—110—4—130—5—150)	+ Rs. 5—Special Pay.
<i>Record Attenders :</i>	(2)—(Rs. 55—1—65—2—75)	
<i>Library Attenders :</i>	(99)—(Rs. 55—1—65—2—85)	
<i>Jamedars :</i>	(4)—(Rs. 60—1—70—2—90)	
<i>Daffedars :</i>	(13)—(Rs. 55—1—65—2—75)	
<i>Mutchis :</i>	(5)	} (Rs. 55—1—65—2—75)
<i>Other Attendants :</i>	(61)	
<i>Cleaners :</i>	(81)—(Rs. 55—1—65—2—75)	
<i>Drivers :</i>	(155)—(Rs. 70—1—80—2—100)	
<i>Peons and other Class IV Staff including</i>		(Rs. 50—1—60)
<i>Thoties :</i>	(2,000)	

52.335. All these posts are common to all Departments and the scales of pay for these posts may be the same as for corresponding posts in other Departments.

Medical Education

52.336. It was represented that the Professors and the teaching staff of Medical Colleges might be given scales of pay on the pattern of the scales of pay given to officers holding corresponding posts in the All India Institute of Medical Sciences, New Delhi or the scales of pay recommended by the University Grants Commission. Another suggestion that was made in this regard was that the scales of pay for the officers in this Department could be revised on the basis of the scales of pay obtaining in the neighbouring States like Madras. These representations are borne in mind in fixing the scales of pay.

Collegiate Branch :

Deans : (6) (Rs. 1,000—50—1,200) *plus* Non-Practicing Allowance Rs. 200. of Medical Colleges and Director of Post-Graduate and Research Institute and *Ex-Officio* Superintendent, Bowring and Lady Curzon Hospital, Bangalore.

52.337. According to the Rules of Recruitment these posts are to be filled by promotion by selection from the cadre of Professors of Post-Graduate Studies, Professors and Associate Professors who are Heads of Departments, the seniority being determined among the candidates on the basis of total period of service in one or more of the cadres not lower than that of Associate Professors. This mode of recruitment may be continued.

52.338. The scale of pay for these posts may be fixed as Rs. 1,100—50—1,300—60—1,600.

Professors of Post-Graduate Studies : (3)—(Rs. 800—40—1,000—50—1,100) plus Non-Practising Allowance of Rs. 200 p.m.

52.339. Under the existing Rules of Recruitment these posts are to be filled by promotion from the cadres of (i) Professors, (ii) Assistant Professors and Readers in the concerned subjects. The Rules also provide for these posts being filled by direct recruitment of Graduates in Medicine with Post-Graduate qualifications in the subjects concerned, if no suitable person is available for promotion. The Rules of Recruitment may be amended so as to provide for these posts being filled by the transfer of Professors.

52.340. The scale of pay for these posts may be the same as for the Professors.

Professors : (34)—(Rs. 700—40—900—50—1,100) plus Non-practising Allowance of Rs. 200 per month.

52.341. According to the Rules of Recruitment these posts are to be filled by promotion by selection from the cadres of (i) Associate Professors and Readers; (ii) Assistant Professors; (iii) Lecturers/Museum Curators in the concerned subjects, Resident Pathologist in Pathology, Epidemiologist-cum-Bio-Statistician in Preventive and Social Medicine, Lecturer-cum-Registrars/Registrars in the concerned subjects or by promotion by selection from the cadres of (i) Surgeons, (ii) Health Officers Class I, (iii) Assistant Surgeons Grade I and II, (iv) Health Officers Class II, (v) Health Officers Class-II-cum-Assistant Surgeons (Class II) or by direct recruitment of Graduates in Medicine with Post-Graduate qualifications in the subject concerned. The Commission considers that these modes of recruitment are not rational as they provide equal opportunities for promotion for officers of unequal grades and recommends that the modes of recruitment may be as follows :—

52.342. By promotion by selection from the cadres of (i) Associate Professors and Readers, (ii) Assistant Professors or by promotion by selection from the cadre of (i) Surgeons, (ii) Health Officers Class I or by direct recruitment of Graduates in Medicine with Post-Graduate qualification in the concerned subject. The Rules of Recruitment may be revised accordingly.

52.343. The scale of pay for these posts may be Rs. 1,000—50—1,500.

Associate Professors and Readers : (118)—(Rs. 600 40—1,000) plus Non-practising Allowance of Rs. 150 per month or Teaching Allowance of Rs. 150 per month or Non-Practising Allowance of Rs. 100 per month.

52.344. Under the Rules of Recruitment, these posts are to be filled (a) by promotion by selection from the cadres of (i) Assistant Professors, (ii) Assistant Associate Professors, (iii) Lecturers/Museum Curators in the concerned subjects, Resident Pathologist in Pathology, Lecturer-cum-Registrars, Registrars in the concerned subjects, or (b) by transfer by Selection from the cadres of Surgeons and Health Officers Class I or by promotion by selection from the cadres of (i) Assistant Surgeons Grades I and II, (ii) Health Officers Class II, (iii) Health Officers Class II-cum-Assistant Surgeons (Class II) or (c) by direct recruitment of Graduates in Medicine with Post-Graduate qualifications in the subjects concerned. The Commission considers that for the reasons stated in connection with the Rules of Recruitment to the posts of Professors it would be sufficient if the appointments are made by promotion by selection from the cadres of (i) Assistant Professors, (ii) Assistant Associate Professors; and (iii) Surgeons and Health Officers Class I or (b) by direct recruitment of Graduates in Medicine with Post-Graduate qualification in the subjects concerned. The Rules of Recruitment may be amended accordingly.

52.345. The scale of pay for these posts may be fixed as Rs. 800—40—1,000—50—1,200.

Assistant Professors and Residents : (87) (Rs. 450—25—750—30—900) plus Non-Practising Allowance of Rs. 100 per month.

52.346. According to the Rules of Recruitment 50 per cent of these posts are to be filled by (a) Promotion by selection from the cadres of Assistant Associate Professors, Lecturers/Museum Curators in the concerned subjects, Resident Pathologists in Pathology, Epidemiologist-cum-Bio-Statistician in Preventive and Social Medicine, Lecturer-cum-Registrars/Registrars in the concerned subjects, or (b) by promotion by selection from the cadres of (i) Assistant Surgeons Grade I and II, (ii) Health Officers Class II, (iii) Health Officers Class II-cum-Assistant Surgeons (Class II) and the other 50 per cent of the posts by direct recruitment of Graduates in Medicine with Post-graduate qualifications in the subjects concerned. The Commission suggests that these posts may be filled by promotion of Assistant Associate Professors. The Rules of Recruitment may be amended accordingly.

52.347. The scale of pay for these posts may be revised as Rs. 600—40—1,000.

Assistant Associate Professors : (102)

(Rs. 400—25—650—30—800 + Non-Practising Allowance Rs. 100 per month).

52.348. According to the Rules of Recruitment, 50 per cent of the posts are to be filled (a) by promotion by selection from the cadre of Lecturers/Lecturers-cum-Registrars/Registrars in the concerned subjects, (b) or by promotion by selection from the cadres of (i) Assistant Surgeons Grades I and II, (ii) Health Officers Class II, (iii) Health Officers Class II-cum-Assistant Surgeons (Class II) and the other 50 per cent by direct recruitment of Graduates in Medicine with post-graduate qualifications in the subjects concerned. The Rules of

Recruitment may be amended so as to provide also for promotions of Lecturers-cum-Museum Curators in the concerned subjects, Resident Pathologist in Pathology, Epidemiologist-cum-Bio-Statistician in preventive and Social Medicine and Lecturers-cum-Registrars/Registrars in concerned subjects.

52.349. The scale of pay for these posts may be fixed as Rs. 500—30—650—40—850—EB—50—1,000.

Lecturers ; Museum Curators ; Resident Pathologists ; Epidemiologist-cum-Bio-Statistician ; Lecturers-cum-Registrars ; Registrars : (327).

(Rs. 300—25—550—30—700 + Non Practising Allowance of Rs. 100 (or Rs. 75 per month).

52.350. According to the Rules of Recruitment these posts are to be filled either by direct recruitment of Graduates in Medicine or by transfer of a person from the following cadres : (i) Assistant Surgeons Grade I and II, (ii) Health Officer, Class II ; (iii) Health Officers, Class II-cum-Assistant Surgeons, Class II. The existing modes of recruitment may be continued.

52.351. The scale of pay for these posts may be fixed as Rs. 400—30—700—EB—40—900.

Readers : (Pre-professional) : (12) (Rs. 300—20—400—25—600)

52.352. Under the Rules of Recruitment, these posts are to be filled by taking on deputation officers holding comparable posts in the subjects concerned from the Department of Collegiate Education or 50 per cent by direct recruitment of candidates possessing Second Class Master's Degree in Science in the subjects concerned and 50 per cent by promotion on the basis of seniority-cum-merit from amongst the Lecturers in the concerned subjects. As these officers in this cadre will have no promotional opportunities the Commission recommends that these officers may be taken on deputation from the Department of Collegiate Education and the other two modes of recruitment may be deleted. The liens of the present incumbents who are not on deputation to this Branch may be shifted to the Department of Collegiate Education against corresponding posts and they may be treated as on deputation to this Department. The Rules of Recruitment may be revised accordingly.

52.353. The scale of pay given to the Readers of the Department of Collegiate Education may be given to these officers also.

Lecturers : (49) (Rs. 230—20—350—25—500)

52.354. According to the Rules of Recruitment, these posts are to be filled by taking on deputation officers holding comparable posts in the subjects concerned from the Department of Collegiate Education or by direct recruitment of candidates possessing Master's or Honours Degree in Science in the subjects concerned. As in the case of Readers, the latter mode of recruitment may be deleted, and all these

posts filled only by taking on deputation officers holding comparable posts in the Department of Collegiate Education. The liens of such of the existing incumbents who have been recruited directly may be shifted against corresponding posts in the Department of Collegiate Education and they may be treated as on deputation to this Department. The Rules of Recruitment may be modified accordingly.

52.355. The scale of pay given to the Lecturers of the Department of Collegiate Education may be given to these officers also.

Dental Surgeons and Assistant Dental Surgeons

52.356. It was represented to the Commission that the scale of pay for Dental Surgeons and Assistant Dental Surgeons might be revised and brought on par with the scales of pay for "Dental Graduates" working in the Dental Colleges and Medical Graduates working as Health Officers Class II. It was stated on behalf of the Department that it might not be possible to equate them with the M.B.B.S. doctors as they (B.D.S. Graduates) deal with only Dentistry, while the M.B.B.S. Graduates deal with the entire human system. Government have suggested that the scales of pay of Assistant Dental Surgeons and Dental Surgeons might be revised to Rs. 300—25—550—30—700 and that all of them might be designated as "Assistant Surgeons (Dental)". The Commission has considered this question in all its aspects and recommends that the scale of pay for the Dental Surgeons and Assistant Dental Surgeons who have obtained the B.D.S. Degree may be slightly lower than the scale of pay for the Doctors with the M.B.B.S. qualification and that if a Dental Surgeon has acquired "M.B.B.S. Qualification" also, he may be given a qualification pay of Rs. 50 per mensem in addition to his grade pay.

Dental Surgeon : (1) (Rs. 300—25—550—30—700)

Assistant Dental Surgeons : (1) (Rs. 300—25—550—30—700)

(15) (Rs. 250—15—310—20—450)

52.357. The Rules of Recruitment have not been prescribed for these posts. It is proposed that these posts may be filled by direct recruitment of persons holding a degree in Dental Surgery (B.D.S.). This is adequate. The Rules of Recruitment may be framed accordingly. The Commission recommends that all these posts may be given the uniform designation of "Assistant Dental Surgeons".

52.358. The scale of pay for these common posts of "Assistant Dental Surgeons" may be revised as Rs. 350—25—600—30—780—EB—40—900.

52.359. The Commission considers that it would be necessary to create, in due course, posts of "Dental Surgeons" consistent with the requirements of the Department. When such posts are created, they may be filled by promotion of Dental Graduates who are directly recruited to the cadre of "Assistant Dental Surgeons". The scale of pay for the posts of "Dental Surgeons" may be fixed as Rs. 600—40—1,000.

Assistant Professors in Dentistry : (3)

(Rs. 450—25—750—30—900+Non-Practising
Allowance of Rs. 100 per month).

52.360. According to the Rules of Recruitment, these posts are to be filled by posting Assistant Professors in Dentistry borne on the establishment of the Dental College, Bangalore. The existing mode of recruitment may be retained.

52.361. The scale of pay for these posts may be the same as that recommended for the corresponding posts in the Dental College, Bangalore.

Lecturers in Dentistry : (3)

(Rs. 300—25—550—30—700+Non Practising
Allowance of Rs. 75 per month).

52.362. According to the Rules of Recruitment, these posts are to be filled by posting Lecturers in Dentistry borne on the establishment of the Dental College, Bangalore. This mode of recruitment may be continued.

52.363. The scale of pay for these posts may be the same as that recommended for the corresponding posts in the Dental College, Bangalore.

Dental College, Bangalore.

Principal : (1) (Rs. 1,000—50—1,200)+Non-Practising Allowance
of Rs. 200 per month.

52.364. According to the Rules of Recruitment, this post is to be filled by promotion by selection from the cadre of Professors in Dental subjects. The existing mode of recruitment may be continued.

52.365. The scale of pay for this post may be fixed as Rs. 1,100—50—1,300—60—1,600.

Professors : (7) (Rs. 700—40—900—50—1,100)+Non-Practising
Allowance of Rs. 200 per month.

52.366. Under the Rules of Recruitment, these posts are to be filled by promotion by selection from the cadre of (i) Assistant Professors, (ii) Lecturers/Registrar/Curator, Dental Prosthetics or by promotion by selection from the cadre of (i) Surgeons, (ii) Health Officers, Class I, (iii) Assistant Surgeons, Grade I and II, (iv) Health Officers, Class II, (v) Health Officers, Class II-cum-Assistant Surgeons, Class II or by direct recruitment of Graduates in Dentistry with post-graduate qualifications in the subjects concerned. The Commission suggests for the reasons already stated in respect of the Professors of the Medical Colleges that these posts may be filled by promotion by selection from the cadre of (i) Assistant Professors ; (ii) Surgeons, (iii) Health Officers, Class I or by direct recruitment of persons with the qualifications as already prescribed. The Rules of Recruitment may be revised accordingly.

52.367. The scale of pay for these posts may be fixed as Rs. 1,000—50—1,500.

Assistant Professors : (9) (Rs. 450—25—750—30—900) + Non-Practising Allowance of Rs. 100 per month.

52.368. According to the Rules of Recruitment, these posts are to be filled by promotion by selection from the cadre of Lecturers/Registrar/Curator in the subjects concerned or by promotion by selection from the cadres of (i) Assistant Surgeons, Grades I and II, (ii) Health Officers, Class II, (iii) Health Officers, Class II-cum-Assistant Surgeons, Class II or by direct recruitment of Graduates in Dentistry with post-graduate qualifications in the subjects concerned. These modes of recruitment may be retained.

52.369. The scales of pay for these posts may be fixed as Rs. 600—40—1,000.

Lecturers ; Curators ; Registrars : (15) (Rs. 300—25—550—30—700) + Non-Practising Allowance of Rs. 75 per month.

52.370. Under the Rules of Recruitment these posts are to be filled by direct recruitment of graduates in Dentistry. The existing mode of recruitment may be retained.

52.371. The scales of pay for these posts may be revised as Rs. 400—30—700—EB—40—900.

Assistant Professor for Dental Mechanics Course : (1)—(Rs. 450—25—750—30—900) + Non-Practising Allowance of Rs. 100 per month.

52.372. This post is to be filled by promotion from amongst Lecturers/Registrar/Curator in Dental subjects or by direct recruitment of Graduates in Dentistry with post-graduate qualifications in the subjects concerned. The existing mode of recruitment may be continued.

52.373. The scale of pay for this post may be fixed as Rs. 600—40—1,000.

Indian Medicine Branch

52.374. While starting Graduate Courses in Shudda Ayurveda at Bangalore and Mysore, Government reorganised the staffing pattern of the College and the Hospital attached to the Department of Indian Medicine as per Government Order No. PHS 329 PIM 65, dated 31st March 1967 on the recommendations made by the Central Board of Shudda Ayurvedic Education. The Department has proposed draft Cadre and Recruitment Rules for all the new posts sanctioned and submitted them for the approval of Government. The scales of pay for several Gazetted posts were revised in 1967, and those scales are higher than what would have been fixed under the pattern of revision adopted by the Commission. Hence, these scales have been refixed as per the corresponding scales proposed by the Commission for posts in the several Departments.

College Section

Principals : G.C.I.M. Bangalore and Mysore : (2)—(Rs. 700—40—900—50—1,000).

52.375. According to the draft Cadre and Recruitment Rules proposed by the Department, the initial recruitment to these posts is to be made by promotion from among the officers of the Indian Medicine Branch of the Department with a total experience of over 15 years in teaching administration or/and hospital administration including service rendered as Assistant Director (Indian Medicine).

52.376. The Rules for the subsequent recruitment provide for these posts being filled by promotion by selection from among Professors and if no suitable person is available for appointment by promotion, then by appointment of persons on contract. The qualification prescribed for appointment of officers on contract has not been prescribed. The Commission suggests that persons to be appointed on contract should possess post-graduate qualification in Ayurveda with teaching experience of seven years. The proposed modes of recruitment are adequate and may be adopted with the modification suggested above. The scale of pay for these posts may be Rs. 700—40—900—50—1,200.

Professors : (16) (Rs. 600—40—1,000)

52.377. According to the draft Rules of Recruitment, the initial recruitment to these posts is to be made by promotion by selection from among the officers of the Indian Medicine Branch including temporary candidates with a total experience of 10 years relaxable to seven years in the case of candidates with Post-graduate qualification or teaching experience of seven years relaxable to four years in the case of candidates with Post-graduate qualification.

52.378. The Rules for the subsequent recruitment provide for 66 $\frac{2}{3}$ per cent of these posts being filled by promotion by selection from among the officers of the Indian Medicine Branch including temporary candidates with Post-graduate qualification in the cadre of Assistant Professors or Research Officers and the other 33 $\frac{1}{3}$ per cent by direct recruitment of persons holding a degree or diploma in Ayurveda with good knowledge of Sanskrit. The proposed modes of recruitment are adequate and may be adopted.

52.379. The scale of pay for these posts may be Rs. 600—40—1,000.

Assistant Professors : (24)—(Rs. 350—25—650—30—800)

52.380. According to the draft rules, the initial recruitment to these posts is to be made by selection from among the officers of the Indian Medicine Branch including temporary candidates who possess post-graduate qualifications provided that the persons who have post-graduate qualifications have either teaching experience of three years or total experience of six years in the Indian Medicine Branch and candidates who have no Post-graduate qualifications, but possess only Degree or Diploma have five years of teaching experience or total experience of eight years in the Indian Medicine Branch.

52.381. The Rules for the subsequent recruitment provide for these posts being filled to the extent of $33\frac{1}{3}$ per cent by recruitment of persons holding a degree or diploma in Ayurveda with good knowledge of Sanskrit and to the extent of $66\frac{2}{3}$ per cent by promotion by selection from the cadre of Lecturers and/or Research Officer and if no suitable candidate is found in these categories then by promotion by selection from among the officers of the Indian Medicine Branch or by the appointment of an officer on contract, if no suitable candidate is found under both the above categories. The qualifications for the persons appointed on contract may be the same as those prescribed for persons to be recruited directly. These modes of recruitment are adequate and may be adopted incorporating the suggestions made above.

52.382. The scale of pay for these posts may be Rs. 350—25—600—30—780—EB—40—900.

Lecturers : (28)—(Rs. 300—25—550—30—700)

52.383. The draft Cadre and Recruitment Rules provide for initial recruitment to these posts by promotion by selection from among the officers of the Indian Medicine Branch including temporary candidates with a total service of five years in the Department of Indian Medicine Branch including one year of teaching or research experience. The rules for the subsequent recruitment to these posts provide for 50 per cent of these posts being filled by promotion from among the Class III Officers of the Indian Medicine Branch or Assistant Research Officers including Health Officers, Class III-*cum*-Assistant Medical Officers of Health-*cum*-Assistant Surgeons with Ayurvedic qualifications and professional experience of five years in charge of dispensaries, 25 per cent of these posts being filled by transfer of senior Physicians and the remaining 25 per cent by direct recruitment of persons holding Degree or Diploma (Shudda Ayurvedic or Integrated) with good knowledge of Sanskrit. These modes of recruitment may be adopted.

52.384. The scale of pay for these posts may be Rs. 300—25—550—EB—30—700.

Artist-cum-Photographers : (2)—(Rs. 140—5—150—8—190—10—320)

52.385. According to the draft Rules of Recruitment, these posts are to be filled by direct recruitment of persons possessing a Diploma in Photography of a recognised Institute. There are corresponding posts in the Department of Information and Tourism and officials of corresponding rank may be taken on deputation from that Department. The Rules of Recruitment may be framed accordingly. The liens of the present incumbent may be shifted against corresponding posts in the Department of Information and Tourism and they may be treated as on deputation to this Department.

52.386. The scale of pay for these posts may be the same as for corresponding posts in the Department of Information and Tourism.

Pharmacy Technicians (Ayurvedic Compounders) : (10) (Rs. 80—3—110—4—130—5—140)

52.387. The draft Rules of Recruitment provide for these posts being filled by transfer or/and by promotion from among the Ayurvedic Compounders. This mode of recruitment is adequate and may be adopted.

52.388. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

<i>Surgical Attendants</i>	..	(2)	(Rs. 70—2—90)
<i>Museum Keepers</i>	..	(16)	(Rs. 60—1—70—2—90)
<i>Anatomy Attenders</i>	..	(8)	(Rs. 55—1—65—2—85)
<i>Animal Keepers</i>	..	(2)	(Rs. 55—1—65—2—85)

52.389. The draft Rules of Recruitment provide for 50 per cent of these posts being filled by direct recruitment of persons with VIII standard qualification and the remaining 50 per cent by promotion from among the Class IV officials of the Department. These modes of recruitment may be adopted. The scales of pay for these officials may be revised as :—

<i>Surgical Attendants</i>	..	Rs. 85—2—95—3—125—EB—4—145.
<i>Museum Keepers</i>	..	Rs. 80—2—90—3—120—4—140.
<i>Anatomy Attenders</i>	..	} Rs. 65—1—75—2—95.
<i>Animal Keepers</i>	..	

Hospital Section

Resident Medical Officers : (2) (Rs. 300—25—550—30—700)

52.390. The draft Rules provide for these posts being filled by transfer from among the Senior Physicians with administrative experience. This mode of recruitment is adequate and may be adopted.

52.391. The scale of pay for these posts may be the same as that given to the Senior Physician.

Senior Physicians : (13) (Rs. 300—25—550—30—700)

52.392. According to the draft Cadre and Recruitment Rules the initial recruitment to these posts is to be made by selection from among the Class III Officers of the Indian Medicine Branch (Superintendents)/Junior Physicians/Vaidyas on the basis of seniority-cum-merit. The Rules for subsequent recruitment provide for 50 per cent of these posts being filled by promotion from among the Class III officers of the Indian Medicine Branch (Superintendents)/Junior Physicians/Vaidyas and if no suitable candidate is available for promotion then by direct recruitment of persons holding a degree or diploma in Ayurveda with good knowledge of Sanskrit and the other 50 per cent of the posts by direct recruitment of persons with these qualifications. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 300—25—550—EB—30—700.

Research Officer : (1) (Rs. 250—20—350—25—500)

52.393. The draft Cadre and Recruitment Rules provide for this post being filled by direct recruitment of a person possessing a degree or diploma in Ayurveda with post graduate qualification. This mode of recruitment may be adopted.

52.394. As the Research Officer was in a scale of pay higher than that of the Senior Physicians before the revision in March, 1967 and in view of the qualifications required for the post, the Commission considers it appropriate to fix the pay for the post in the revised scale as Rs. 300—25—550—EB—30—700.

Lay Secretary : (1) (Rs. 250—20—350—25—500)

52.395. The draft Cadre and Recruitment Rules provide for this post being filled by promotion by selection from the cadre of Managers of the Indian Medicine Branch of the Directorate and if no suitable person is available then by taking on deputation an official holding a corresponding post from the Medical or Health Branch of the Department. This post may be added to the common cadre of ministerial officers of the Department proposed to be formed and the officer drawn from that cadre.

52.396. The scale of pay for this post may be the same as for other Lay Secretaries of the Department.

Officer-in-charge, Government Central Pharmacy, Bangalore : (1)
(Rs. 500—50/2—700)

52.397. According to the draft Cadre and Recruitment Rules, the initial recruitment to this post is to be made by promotion by selection from the officers of the Indian Medicine Department. The Rules for subsequent recruitment provide for this post being filled by promotion by selection from among the Class II Officers of the Indian Medicine Branch and if no suitable person is available then on contract from the cadre of Class III Officers. No qualifications have been prescribed for officers to be appointed on contract. The Commission suggests that persons to be appointed on contract should possess a Degree or Diploma in Indian Medicine. These modes of recruitment are adequate and may be adopted.

52.398. The Department has recommended that as the duties and responsibilities of this Officer are analogous to those of the Assistant Director, Government Medical Stores, the scale of pay for this post may be the same as for the latter post. The Commission accepts this recommendation. The scale of pay for this post may, therefore, be revised as Rs. 700—40—900—50—1,200.

Assistant Research Officer : (1) (Rs. 140—5—150—8—190—10—320)

52.399. The draft Cadre and Recruitment Rules provide for this post being filled by promotion on the basis of seniority-cum-merit from the cadre of Junior Physicians/Vaidyas, Grade II. This mode of recruitment is adequate and may be adopted.

52.400. The scale of pay for this post may be Rs. 170—5—180—8—220—EB—10—300.

Assistant Surgeons, Grade III : (1) (Rs. 175—10—225—15—320—20—400)

52.401. The Rules of Recruitment provide for this post being filled by direct recruitment of persons possessing I.M.P. or L.C.P. & S. qualifications. This post may be filled by taking on deputation an officer holding a corresponding post in the Medical Wing of the Department. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be Rs. 200—10—280—15—370—EB—20—450.

Senior Unani Physician : (1) (Rs. 230—20—350—25—500)

52.402. The draft Cadre and Recruitment Rules provide for this post being filled by promotion on the basis of seniority-cum-merit from the cadre of Junior Unani Physician. This mode of recruitment is adequate and may be adopted.

52.403. This post was carrying the same scale of pay as the posts of Senior Ayurvedic Physicians. The scale of pay for the latter category of posts was revised in 1967 as 300—25—550—30—700. The Commission considers it appropriate to fix the scale of pay for this post also as Rs. 300—25—550—EB—30—700.

Junior Unani Physicians : (4) (Rs. 140—5—150—8—190—10—320)

(4) (Rs. 120—5—150—8—190—10—240)

52.404. According to the draft Cadre and Recruitment Rules, these posts are to be filled by promotion on the basis of seniority-cum-merit from the cadre of Unani Physicians/Tabeebs/Hakeems/Vaidyas, Grade II. This mode of recruitment may be adopted.

52.405. The scale of pay for all these posts may be Rs. 170—5—180—8—220—EB—10—300.

Nursing Superintendent, Grade II : (3) (Rs. 225—10—275—15—350)

52.406. The draft Cadre and Recruitment Rules provide for these posts being filled by selection from among the Nurses working in the Indian Medicine Branch on the basis of seniority-cum-merit. This mode of recruitment is adequate and may be adopted.

52.407. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Nurses : (36) (Rs. 140—5—150—6—190—10—220)

52.408. These posts, according to the draft Cadre and Recruitment Rules, are to be filled by direct recruitment of persons preferably with S.S.L.C. qualification. This mode of recruitment may be adopted.

52.409. The scale of pay for these officials may be the same as for similar posts in other branches of the Department, viz., Rs. 175—10—275—15—350—EB—20—450.

Midwives : (2) (Rs. 70—2—80—3—125)

52.410. The draft Cadre and Recruitment Rules provide for these posts being filled by taking on deputation officials holding corresponding posts from the Health and the Medical Branches of the Department. This mode of recruitment is adequate and may be adopted.

52.411. The scale of pay for these officials may be the same as for corresponding posts in the Health and Medical Branches of the Department, viz., Rs. 95—3—125—4—145—EB—5—200.

Bone Setter : (1) (Rs. 80—3—110—4—130)

Wound Expert : (1) (Rs. 80—3—110—4—130)

52.412. According to the draft Rules of Recruitment these posts are to be filled by promotion by selection from among the Class IV officials. This mode of recruitment may be adopted.

52.413. The scale of pay for these officials may be Rs. 95—3—125—4—145—EB—5—200.

Compounders : (11) (Rs. 80—3—110—4—130)

52.414. The draft Cadre and Recruitment Rules provide for these posts being filled by direct recruitment of persons who have undergone successfully Compounders' Training in Ayurveda or Unani and who possess Compounders Certificate. This mode of recruitment is adequate and may be adopted.

52.415. The scale of pay for these officials may be the same as for corresponding posts in the Medical and Health Branches of the Department.

X-Ray Technicians : (2) (Rs. 110—5—150—6—180—10—320)
(Radiology)

52.416. These posts are to be filled by taking on deputation persons holding corresponding posts from the Medical Branch of the Department. This mode of recruitment is adequate and may be adopted.

52.417. The scale of pay for these officials may be the same as for the corresponding posts in the Medical Branch of the Department.

Internal Auditor : (2) (Rs. 120—5—150—8—190—10—240)

52.418. According to the draft Cadre and Recruitment Rules, these posts are to be filled by taking on deputation officials holding corresponding posts from the State Accounts Department. This mode of recruitment is adequate and may be adopted.

52.419. The scale of pay given to Auditors in the State Accounts Department may be given to these officials.

Superintendent, Unani Section : (1) (Rs. 140—5—150—8—190—10—320)

52.420. The draft Cadre and Recruitment Rules provide for this post being filled by promotion on the basis of seniority-*cum*-merit from the cadre of Junior Ayurvedic and Unani Physicians, Grade I. Since the Ayurvedic Section is different from the Unani Section the Rules of Recruitment may be modified by deleting the words “ Junior Ayurvedic and ”

52.421. The scale of pay for this post may be Rs. 175—10—275—15—350—EB—20—450.

<i>Unani Physician</i>	..	(1)	} (Rs. 140—5—150—8—190—10—320)
<i>Unani Lady Physician</i>	..	(2)	

52.422. According to the draft Rules of Recruitment, these posts are to be filled by promotion on the basis of seniority-*cum*-merit from the cadre of Unani Physicians/Tabeebs/Hakeems/Vaidyas, Grade II. The Rules of Recruitment may be amended by deleting “ Vaidyas Grade II ” from the category of Physicians eligible for promotion to this cadre. This mode of recruitment is adequate and may be adopted.

52.423. The scale of pay for these posts may be Rs. 170—5—180—8—220—EB—10—300.

Junior Hakim : (1) (Rs. 120—5—150—8—190—10—240)

52.424. According to the draft Cadre and Recruitment Rules, this post is to be filled by direct recruitment of a person holding a degree or diploma in Indian Medicine. This mode of recruitment may be adopted.

52.425. The scale of pay for this post may be Rs. 140—5—150—8—190—EB—10—260—15—290.

Manager : (2) (Rs. 180—10—320)

52.426. The draft Cadre and Recruitment Rules provide for these posts being filled by promotion by selection from the cadre of First Division Clerks of the Indian Medicine Branch. This post may be brought on to the common cadre of Managers/Superintendents for the entire Department of Health and Family Planning Services and filled by transfer of a suitable person in that cadre.

52.427. The scale of pay for these officials may be the same as for corresponding posts in other branches of the Department.

<i>I Division Clerks</i>	..	(2)	(Rs. 110—5—150—6—180—10—220)
<i>II Division Clerks</i>	..	(11)	(Rs. 80—3—110—4—130—5—150)
<i>Typists-cum-Clerks</i>	..	(2)	(Rs. 80—3—110—4—130—5—150)
<i>Typists, II Grade</i>	..	(3)	(Rs. 80—3—110—4—130—5—150 +Special Pay Rs. 10).
<i>Library Assistants</i>	..	(2)	(Rs. 110—5—150—6—180—10—220)
<i>Stewards</i>	..	(2)	(Rs. 110—5—150—6—180—10—220)

52.428. There are corresponding posts in other branches of this and in some cases in other Departments. The same scales of pay admissible to them may be given to these officials.

<i>Literate Attenders</i>	..	(2)	(Rs. 55—1—65—2—85)
<i>Daffedars</i>	..	(1)	(Rs. 55—1—65—2—75)
		(1)	(Rs. 65—2—85)
<i>Peons</i>	..	(25)	(Rs. 50—1—60)
<i>Night Watchmen</i>	..	(6)	(Rs. 50—1—60)
<i>Attenders : (including Surgical Attenders)</i>	..	(1)	(Rs. 65—2—85)
		(2)	(Rs. 60—1—70—2—90)
<i>Cooks</i>	..	(8)	(Rs. 55—1—65—2—85)
<i>Diet Distributors</i>	..	(4)	(Rs. 50—1—60)
<i>Massagist</i>	..	(3)	(Rs. 50—1—60)
<i>Ward Boys</i>	..	(20)	(Rs. 50—1—60)
<i>Ayahs</i>	..	(19)	(Rs. 50—1—60)
<i>Thotis</i>	..	(23)	(Rs. 50—1—60)
<i>Dhobi</i>	..	(1)	(Rs. 50—1—60)
<i>Ward Assistants</i>	..	(5)	(Rs. 50—1—60)
<i>Cycle Orderly</i>	..	(1)	(Rs. 50—1—60)
<i>Gurkha Watchman</i>	..	(1)	(Rs. 50—1—60)
<i>Sweepers</i>	..	(2)	(Rs. 50—1—60)
<i>Animal House Attender</i>	..	(2)	(Rs. 50—1—60)
<i>Laboratory Technician</i>	..	(1)	(Rs. 35—3—50)

52.429. These posts are common to all Departments or to other branches of this Department and the scales of pay applicable to them may apply to these officials also.

Delegation of Powers

52.430. No suggestions have been made about the delegation of powers in addition to what are vested in the Director of Health and Family Planning Services under the Manual of Financial Powers. All the powers now vested in the Director under the Manual may continue.

52.431. The Commission does not also propose to make any suggestions regarding the delegation of further powers to officers in this Department, in the absence of any specific proposals in this regard.

CHAPTER 52
Department of Health and Family Planning Services

Sl. No.	Designation	Number of posts	Existing Scale of Pay and Special Pay	Recommended Scale of Pay and Special Pay	Remarks
1	2	3	4	5	6
1.	Director of Health Services	1	Rs. 100. 1,300-50-1,800+ Spl. Pay	Rs. 1,300-60-1,600-50-1,800	Spl. Pay abolished
2.	Joint Director (Education)	1	1,100-50-1,500	1,100-50-1,300-60-1,600	
3.	Joint Director (Medical)	1	1,100-50-1,500	1,100-50-1,300-60-1,600	
4.	Joint Director (Public Health)	1	1,100-50-1,500	1,100-50-1,300-60-1,600	
5.	Joint Director (Spl. System)	1	1,100-50-1,500	1,100-50-1,300-60-1,600	This post is recommended to be abolished.
6.	Deputy Director (Medical)	1	900-40-1,100-50-1,300	1,000-50-1,500	
7.	Deputy Director (Malaria and Filaria, Family Planning, M.C.H. Laboratory and Chemical Examiner, Communicable Diseases).	4	900-40-1,100-50-1,300	1,000-50-1,500	
8.	Administrative Officer	1	900-40-1,100-50-1,300	1,100-50-1,300-60-1,600	
9.	Superintendent of Major Hospitals	37	800-40-1,000-50-1,100	900-40-1,100-50-1,300	
10.	Financial Assistant (Deputy Controller)	1	600-40-1,000	700-40-900-50-1,200	
11.	Assistant Director of Medical Stores—E.S.I.S. and Medical Education.	3	600-40-1,000	700-40-900-50-1,200	
12.	Assistant Director (M.C.H. T.B. Health Education and School Health, Planning and Evaluation).	5	600-40-1,000	700-40-900-50-1,200	
13.	Assistant Director (Bureau of Nutrition)	1	600-40-1,000	700-40-900-50-1,200	
14.	Civil Surgeons and Lady Surgeons	63	600-40-1,000	700-40-900-50-1,200	
15.	Health Officer, Class I	16	600-40-1,000	700-40-900-50-1,200	
16.	Superintendent of T.B. Hospitals	4	600-40-1,000	700-40-900-50-1,200	
17.	Superintendent of Mental Hospitals	2	600-40-1,000	700-40-900-50-1,200	
18.	Assistant Administrative Officer	1	350-25-650-30-800	400-30-700-EB-40-900	
19.	Superintendent of Nursing Services	1	350-25-650-30-800	500-30-650-40-850-EB-50-1,000	

Department of Health and Family Planning Services—(contd.)

1	2	3	4	5	6
			Rs.	Rs.	
20.	Health Officer Class II-cum-Assistant Surgeon	1086	300-25-550-30-700	400-30-700-EB-40-900	
21.	Resident Pathologist (Junior)	4	300-25-550-30-700	400-30-700-EB-40-900	
22.	Blood Bank Officer	4	300-25-550-30-700	400-30-700-EB-40-900	
23.	Pathologist for Post Graduate Course	2	300-25-550-30-700	400-30-700-EB-40-900	
24.	Biochemist for Post Graduate Course	3	300-25-550-30-700	400-30-700-EB-40-900	
25.	Anaesthetist S.D.S. Sanatorium, B'lore	1	300-25-550-30-700	400-30-700-EB-40-900	
26.	Chemist	1	350-25-650-30-800	250-10-300-15-420-EB-20-500	
27.	Senior Entomologist	1	350-25-650-30-800	400-30-700-EB-40-900	
28.	Technical Officer, Student Health Education Unit.	1	300-25-550-30-700	350-25-600-30-780-EB-40-900	
29.	Assistant to the Assistant Director, Health Education and Social Scientist.	1	300-25-550-30-700	350-25-600-30-780-EB-40-900	
30.	Technical Officer, Field Study and Demonstration Centre (Social Scientist).	1	300-25-550-30-700	350-25-600-30-780-EB-40-900	
31.	Technical Officer Audio-Visual Section	1	300-25-550-30-700	350-25-600-30-780-EB-40-900	
31A.	Nursing Superintendent Grade I	21	300-15-450	350-25-600-30-780-EB-40-900	
32.	Lay Secretaries of Hospitals Grade I	17	250-20-350-25-500	275-20-375-EB-25-525	
	Secretary of District Hospital, Bellary	1	220-10-320-15-440	275-20-375-EB-25-525	
33.	District Nursing Supervisors	25	300-15-450	350-25-600-30-780-EB-40-900	
34.	Psychiatric Social Worker	1	200-10-300-20-500	170-5-180-8-220-EB-10-300	
35.	Physicists	2	230-20-350-25-500	300-25-550-EB-30-700	
			200-20-400		
36.	Teacher in Child Psychiatry	1	200-10-300-20-500	250-10-300-15-420-EB-20-500	
37.	Entomologists Class II	2	275-20-375-25-500	300-25-550-EB-30-700	
38.	Secretaries of Hospitals (Lay) Grade II	3	220-10-320-15-440	250-10-300-15-420-EB-20-500	
39.	Nursing Superintendent Grade II	137	225-10-275-15-350	275-20-375-EB-25-525	
40.	Nursing Tutor	64	225-10-275-15-350	275-20-375-EB-25-525	
41.	Psychologist	6	200-10-300-20-500	275-20-375-EB-25-525	

To be included in Lay Secretaries Grade I.

Department of Health and Family Planning Services—(contd.)

1	2	3	4	5	6
			Rs.	Rs.	
42.	Physical Therapist	1	225-10-285-15-375	225-10-305-15-350-EB-20-450	
43.	Occupational Therapist	1	225-10-285-15-375	225-10-305-15-350-EB-20-450	
44.	Assistant Entomologist	1	250-15-310-20-450	275-20-375-EB-25-525	
45.	Occupational Therapist	1	175-10-225-15-300-20-400	200-10-280-15-370-EB-20-450	
46.	Physio Therapist	1	110-5-150-6-180-10-220	130-5-170-6-200-EB-10-240	
47.	Malaria Supervisor	3	180-10-320	200-10-280-15-370-EB-20-450	
48.	Teacher in Health Education	1	180-10-320	200-10-280-15-370-EB-20-450	
49.	District Health Educator	7	180-10-320	200-10-280-15-370-EB-20-450	
50.	Health Education Extension Worker	2	180-10-320	200-10-280-15-370-EB-20-450	
51.	District Extension Educator (Male)	19	180-10-320	200-10-280-15-370-EB-20-450	
52.	District Extension Educator (Female)	19	180-10-320	200-10-280-15-370-EB-20-450	
53.	Physio Therapist (Leprosy Scheme)	11	180-10-320	200-10-280-15-370-EB-20-450	
54.	Health Officer-Class III-cum-Assistant Medical Officer of Health-cum-Assistant Surgeon Grade III.	760	175-10-225-15-300-20-400	200-10-280-15-370-EB-20-450	
55.	Staff Nurse	1,559	140-5-150-8-190-10-220	175-10-275-15-350-EB-20-450	
56.	Health Visitor	301	140-5-150-8-190-10-220	170-5-180-8-220-EB-10-300	
57.	Senior Laboratory Technician	93	140-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
58.	Radiographer	14	140-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
59.	Medico-Social Worker (Senior)	2	150-8-190-10-220	175-10-275-15-350-EB-20-450	
60.	Medico-Social Worker (Junior)	17	140-5-150-6-180-10-200	170-5-180-8-220-EB-10-300	
61.	Scientific Assistant	5	180-10-320	200-10-280-15-370-EB-20-450	
62.	Dental Mechanic	4	150-8-190-10-320	170-5-180-8-220-EB-10-300	
63.	Senior Health Inspector	252	140-5-150-8-190-10-220	170-5-180-8-220-EB-10-300	
64.	Statistician	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	
65.	Statistical Assistant	22	150-8-190-10-270	175-10-275-15-350-EB-20-450	
66.	Assistant Unit Officer (Non-Medical)	5	180-10-320	200-10-280-15-370-EB-20-450	
67.	Block Extension Educator	300	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300	

Department of Health and Family Planning Services—(contd.)

1	2	3	4	5	6
			Rs.	Rs.	
68.	Projectionist	20	140-5-150-8-190-10-320	175-10-275-15-350-EB-20-450	
69.	Senior Mechanic	2	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300	
70.	Research Assistant	1	180-10-270-15-360	200-10-280-15-370-EB-20-450	
71.	Draughtsman	1	150-8-190-10-320	175-10-275-15-350-EB-20-450	
72.	Draughtsman	1	180-10-320	175-10-275-15-350-EB-20-450	
73.	Physical Culture Instructor	4	150-8-190-10-250	175-10-275-15-350-EB-20-450	
74.	Junior Chemist	15	150-8-190-10-320-15-350	140-5-150-8-190-EB-10-260-15-290	
75.	Weaving Instructor	1	150-8-190-10-320	175-10-275-15-350-EB-20-450	
76.	Public Health Nurse	1	140-5-150-6-180-10-220	175-10-275-15-350-EB-20-450	
77.	Artist-cum-Photographer	1	140-5-150-8-190-10-320	175-10-275-15-350-EB-20-450	
78.	Social Worker	1	190-10-300	200-10-280-15-370-EB-20-450	
79.	Craftsman	1	140-5-150-6-180-10-220	130-5-170-6-200-EB-10-240	
80.	Sub-Editor	1	140-5-150-8-190-10-320	175-10-275-15-350-EB-20-450	
81.	Home Science Assistant	1	180-10-320	200-10-280-15-370-EB-20-450	
82.	Surveyor	1	200-10-300-15-375	275-20-375-EB-25-525 (Junior Engr.)	
83.	Propagandist	2	140-5-150-6-180-10-200	170-5-180-8-220-EB-10-300	
84.	Entomological Assistant (Jr.)	4	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
85.	Senior Microscopist	17	110-5-150-6-180-10-220	130-5-170-6-200-EB-10-240	
86.	Food Supervisor	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
87.	Social Worker	4	110-5-150-6-180-10-200	170-5-180-8-220-EB-10-300	
88.	Refractionist	10	110-5-150-6-180-10-220	110-4-130-5-170-EB-6-200	
89.	Health Visitor (T.B.)	36	110-5-150-6-180-10-220	170-5-180-8-220-EB-10-300	
90.	Library Assistant	1	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290 + Spl. Pay Rs. 20.	
91.	Store Keeper-cum-Clerk	123	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
92.	Bio-Chemist	2	100-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
93.	Laboratory Technician (Jr.)	229	100-5-150-6-180	110-4-130-5-170-EB-6-200	

Department of Health and Family Planning Services—(contd.)

1	2	3	4	5	6
			Rs.	Rs.	
94.	X-ray Technician	87	100-5-150-6-180	110-4-130-5-170-EB-6-200	
95.	Junior Microscopist	226	100-5-150-6-180	110-4-130-5-170-EB-6-200	
96.	Electrician	9	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240	
97.	Junior Health Inspector	1026	100-5-150-6-180	110-4-130-5-170-EB-6-200	
98.	Family Planning Health Assistant	911	100-5-150-6-180	110-4-130-5-170-EB-6-200	
99.	Basic Health Worker	1032	100-5-150-6-180	110-4-130-5-170-EB-6-200	
100.	Supervisor, Weaving Section	1	100-5-150-6-180-10-250	130-5-170-6-200-EB-10-240	
101.	Weaving Instructor	1	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240	
102.	Weaving Assistant	1	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240	
103.	Spinning Assistant	1	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240	
104.	Lady House Keeper	19	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
105.	Assistant Food Supervisor	4	80-3-110-4-130-5-150 + Special Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200	
106.	Non-Medical Assistant (Para Medical Worker)	87	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
107.	Modeller	3	90-4-110-5-150	110-4-130-5-170-EB-6-200	
108.	B. C. G. Technician	105	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
109.	Malaria Surveillance Inspector	135	80-3-110-4-150	110-4-130-5-170-EB-5-200	
110.	Family Planning Field Worker	38	80-3-110-4-150	95-3-125-4-145-EB-5-200	
111.	Compounders (Allopathic)	1098	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
112.	Junior Mechanic	11	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
113.	Printing Instructor	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
114.	Craft Assistant	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
115.	Machine Minder	2	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
116.	Binder	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
117.	Compositor	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
118.	Blood Bank Technician	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
119.	Dark Room Assistant	4	80-3-110-4-130-5-150	80-2-90-3-120-4-140	

Department of Health and Family Planning Services—(contd.)

1	2	3	4	5	6
			Rs.	Rs.	
120.	House and Linen Keeper	..	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
121.	House Keeper Grade III	..	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
122.	Silk Screening Technician	..	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
123.	Carpenter	..	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
124.	Artist	..	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
125.	Store Keeper-cum-Clerk-cum-Accountant	..	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
126.	Midwife/ANMS	..	70-2-80-3-125	95-3-125-4-145-EB-5-200	
127.	Malaria Surveillance Worker	..	75 per Mensem fixed	95-3-125-4-145-EB-5-200	
128.	Laboratory and X-Ray Attender	..	60-1-70-2-90	80-2-90-3-120-4-140	
129.	Laboratory Assistant	..	65-1-70-2-90	80-2-90-3-120-4-140	
130.	Superior Field Worker	..	55-1-65-2-85	65-1-75-2-95	
131.	O. T. Attender and Barber	..	55-1-65-2-75	60-1-80-2-90	
132.	Dais	..	40-2-60	60-1-80-2-90	
133.	Tinker/Lift Attender and Tailor..	..	55-1-65-2-85	65-1-75-2-95	
134.	Warper	..	70-2-80-3-110	85-2-95-3-125-EB-4-145	(Public Works Depart- ment).
135.	Mechanic	..	70-2-80-3-125	85-2-95-3-125-EB-4-145	
136.	Plumber	..	55-1-65-2-85	95-3-125-4-145-EB-5-200	
137.	Electrician Grade II	..	65-1-75-2-90	85-2-95-3-125-EB-4-145	
138.	Wireman	..	65-1-75-2-90	85-2-95-3-125-EB-4-145	
139.	Carpenter	..	55-1-65-2-85	65-1-75-2-95	
140.	Tailor	..	55-1-65-2-85	65-1-75-2-95	
141.	Needle Work Teacher	..	55-1-65-2-85	95-3-125-4-145-EB-5-200	
142.	Insect Collector	..	55-1-65-2-85	65-1-75-2-95	
143.	Assistant Mechanic	..	70-2-80-3-110	85-2-95-3-125-EB-4-145	(Public Works Depart- ment).
144.	Dresser Grade I	..	55-1-65-2-85	65-1-75-2-95	
145.	Ward Boy	..	55-1-65-2-75	65-1-75-2-95	

Department of Health and Family Planning Service—(contd).

1	2	3	4	5	6
			Rs.	Rs.	
146.	Nursing Orderly	9	55-1-65-2-85	65-1-75-2-95	
147.	Cook Grade I	14	55-1-65-2-75	60-1-80-2-90	
148.	Cook Grade II	28	55-1-65	60-1-80-2-90	
149.	Dhobi	1	55-1-65-2-75	65-1-75-2-95	
150.	Sergeant Grade I	7	55-1-65-2-75	65-1-75-2-95	
151.	Sergeant Grade II	1	50-1-60	60-1-80-2-90	
152.	Senior Calf Attender and Head Stableman	2	55-1-65-2-75	65-1-75-2-95	
153.	Theatre Assistant	1	50-1-60	60-1-80-2-90	
154.	Dresser Grade II	40	50-1-60	60-1-80-2-90	
155.	Ward Boy, Ward Ayah and Ward Attendant	2664	50-1-60	60-1-80-2-90	
156.	Laboratory Attendant	5	50-1-60	60-1-80-2-90	
157.	X-Ray Attendant Grade II	7	50-1-60	60-1-80-2-90	
158.	Cooks Grade III	87	50-1-60	60-1-80-2-90	
159.	Calf Attendant	8	50-1-60	60-1-80-2-90	
160.	Manager Garde I	12	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent.
161.	Accountant	1	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent.
162.	Manger Grade II	2	150-6-180-10-270	175-10-275-15-350-EB-20-450	To be designated as Superintendent.
163.	Senior Clerk	56	150-6-180-10-270	175-10-275-15-350-EB-20-450	
164.	Special Division Clerk	45	140-5-150-8-190-10-250	175-10-275-15-350-EB-20-450	To be designated as Superintendent.
165.	Accounts Clerk	1	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290.	
166.	Senior Stenographer	19	110-5-150-6-180-10-220 + Special Pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290. + Special Pay Rs. 30 p.m.	

Department of Health and Family Planning Services—(contd).

1	2	3	4	5	6
			Rs.	Rs.	
167.	I Division Clerk	159	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290.	
168.	Junior Stenographer	3	80-3-110-4-130-5-150 +Special Pay Rs. 20 p.m.	95-3-125-4-145-EB-5-200 +Special Pay Rs. 20	
169.	II Division Clerk	403	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
170.	II Grade Typist	91	80-3-110-4-130-5-150 +Special Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 +Special Pay Rs. 10 p.m.	
171.	Clerk-cum-Typist	12	80-3-110-4-130-5-150 +Special Pay Rs. 5 p.m.	95-3-125-4-145-EB-5-200 +Special Pay Rs. 5 p.m.	
172.	II Division Clerk	4	65-1-75-2-90	85-2-95-3-125-EB-4-145	
173.	Jamedar	4	60-1-70-2-90	85-2-95-3-125-EB-4-145	
174.	Record Attender	2	55-1-65-2-75	85-2-95-4-125-EB-4-145	
175.	Daffadar	13	55-1-65-2-75	80-2-90-3-120-4-140	
176.	Library Attender	99	55-1-65-2-85	85-2-95-3-125-EB-4-145	
177.	Mutchi	5	55-1-65-2-75	80-2-90-3-120-4-140	
178.	Other Attendants	61	55-1-65-2-75	85-2-95-3-125-EB-4-145	
179.	Cleaners	81	55-1-65-2-75	60-1-80-2-90	
180.	Driver	155	70-1-80-2-100	85-2-95-3-125-EB-4-145	
181.	Peon and other Class IV Staff	2200	50-1-60	60-1-80-2-90	
(For Attender).					
Medical Education					
182.	Deans of Medical Colleges, Director of Post-Graduate and Research Institute and <i>Ex-officio</i> Superintendent Bowring and Lady Curzon Hospital, Bangalore	6	1,000-50-1,200 +N. P. A. Rs. 200 p.m.	1,100-50-1,300-60-1,600	
183.	Professors of Post-Graduate Studies	3	800-40-1,000-50-1,100 +N. P. A. Rs. 200 p.m.	1,000-50-1,500	
184.	Professor	34	700-40-900-50-1,100 +N. P. A. Rs. 200 p.m.	1,000-50-1,500	

Department of Health and Family Planning Services—(contd.)

1	2	3	4	5	6
			Rs.	Rs.	
185.	Associate Professor and Reader	..	118	600-40-1,000 + N.P.A. Rs. 150 or 100.	800-40-1,000-50-1,200
186.	Assistant Professor and Residents	..	87	450-25-750-30-900 + N.P.A. Rs. 100	600-40-1,000
187.	Assistant Associate Prof.	..	102	400-25-650-30-800 + N.P.A. Rs. 100 p.m.	500-30-650-40-850-EB-50-1,000.
188.	Lecturer, Museum Curator, Resident Pathologist Epidemiologist-cum-Biostatistician Lecturer-cum-Registrar, Registrar.	..	327	300-25-550-30-700 + N. P. A. Rs. 100 or 75 p.m.	400-30-700-EB-40-900
189.	Reader (Pre-Professional)	..	12	300-20-400-25-600	400-30-700-EB-40-900
190.	Lecturer	..	49	230-20-350-25-500	300-25-550-EB-30-700
191.	Assistant Professor in Dentistry..	..	3	450-25-750-30-900 + N. P. A. Rs. 100.	600-40-1,000
192.	Lecturer in Dentistry	..	3	300-25-500-30-700 + N. P. A. Rs. 75.	400-30-700-EB-40-900
193.	Principal, Dental College	..	1	1,000-50-1,200 + N. P. A. Rs. 200	1,100-50-1,300-60-1,600
194.	Professor	..	7	700-40-900-50 + N. P. A. Rs. 200.	1,000-50-1,500
195.	Assistant Professor	..	9	450-25-750-30-900 + N. P. A. Rs. 100	600-40-1,000
195(A).	Dental Surgeon	..	1	300-25-550-30-700	600-40-1,000
196.	Lecturer, Curator, Registrar	.. .. ..	15	300-25-550-30-700 + N. P. A. Rs. 75.	400-30-700-EB-40-900
197.	Assistant Professor for Dental Mechanics Course.	..	1	450-25-750-30-900 + N. P. A. Rs. 100.	600-40-1,000
197(A).	Assistant Dental Surgeon	..	11	250-15-310-20-450	350-25-600-30-780-EB-40-900.

Department of Health and Family Planning Service—(contd).

1	2	3	4	5	6
	Indian Medicine Branch		Rs.	Rs.	
198.	Principal, G. C. I. M., Bangalore, and Mysore	2	700-40-900-50-1,000	700-40-900-50-1,200	
199.	Professor	16	600-40-1,000	600-40-1,000	
200.	Assistant Professor	24	350-25-650-30-800	350-25-600-30-780-EB-40-900	
201.	Lecturer	28	300-25-550-30-700	300-25-550-EB-30-700	
202.	Senior Physician	13	300-25-550-30-700	300-25-550-EB-30-700	
203.	Officer-in-charge, Govt. Central Pharmacy, Bangalore.	1	500-50-2-700	700-40-900-50-1,200	
204.	Resident Medical Officer	2	300-25-550-30-700	300-25-550-EB-30-700	
205.	Research Officer	1	250-20-350-25-500	300-25-550-EB-30-700	
206.	Lay Secretary	1	250-20-350-25-500	275-20-375-EB-25-525	
207.	Nursing Superintendent Grade-II	3	225-10-275-15-350	275-20-375-EB-25-525	
208.	Asst. Surgeon Grade-III	1	175-10-225-15-320-20-400	200-10-280-15-370-EB-20-450	
209.	Artist-cum-Photographer	2	140-5-150-8-190-10-320	175-10-275-15-350-EB-20-450	
210.	Asst. Research Officer	1	140-5-150-8-190-10-320	170-5-180-8-220-EB-10-300	
211.	Nurse	36	140-5-150-6-190-10-220	175-10-275-15-350-EB-20-450	
212.	Junior Unani Physician	4	140-5-150-8-190-10-320	170-5-180-8-220-EB-10-300	
213.	Junior Unani Physician	4	120-5-150-8-190-10-240	170-5-180-8-220-EB-10-300	
214.	Pharmacy Technician (Ayurvedic Compounder)	10	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
215.	Internal Auditor	2	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
216.	Superintendent, Unani Section	1	140-5-150-8-190-10-320	175-10-275-15-350-EB-20-450	

Department of Health and Family Planning Service—(contd).

1	2	3	4	5	6
			Rs.	Rs.	
217.	Unani Physician	1	140-5-150-8-190-10-320	170-5-180-8-220-EB-10-300	
218.	Unani Lady Physician	2	140-5-150-8-190-10-320	170-5-180-8-220-EB-10-300	
219.	Manager	2	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent Grade-I
220.	Junior Hakim	1	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
221.	Compounder	11	80-3-110-4-130	95-3-125-4-145-EB-5-200	
222.	Bone Setter	1	80-3-110-4-130	95-3-125-4-145-EB-5-200	
223.	Wound Expert	1	80-3-110-4-130	95-3-125-4-145-EB-5-200	
224.	Midwife	2	70-2-80-3-125	95-3-125-4-145-EB-5-200	
225.	Surgical Attendant	2	70-2-90	85-2-95-3-125-EB-4-145	
226.	Museum Keeper	16	60-1-70-2-90	80-2-90-3-120-4-140	
227.	Anatomy Attender	8	55-1-65-2-85	65-1-75-2-95	
228.	Animal Keeper	2	55-1-65-2-85	65-1-75-2-95	
229.	I Division Clerk	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
230.	Library Assistant	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
231.	Steward	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
232.	II Division Clerk	11	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
233.	Typist-cum-Clerk	2	80-3-110-4-130-5-150- + Spl. Pay Rs. 10	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10	
234.	Typist Grade II	3	80-3-110-4-130-5-150 + Spl. Pay Rs. 10	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10	
235.	Surgical Attender	2	60-1-70-2-90	85-2-95-3-125-EB-4-145	
236.	Literate Attender	2	55-1-65-2-85	85-2-95-3-125-EB-4-145	
237.	Cook	8	55-1-65-2-85	60-1-80-2-90	
238.	Daffedar	1	65-2-85	80-2-90-3-120-4-140	

Department of Health and Family Planning Services—(concl'd).

1	2	3	4	5	6
			Rs.	Rs.	
239.	Attender	..	65-2-85	85-2-95-3-125-EB-4-145	
240.	Peon	..	50-1-60	60-1-80-2-90	
241.	Diet Distributor	..	50-1-60	60-1-80-2-90	
242.	Massagist	..	50-1-60	60-1-80-2-90	
243.	Ward Boy	..	50-1-60	60-1-80-2-90	
244.	Ayah	..	50-1-60	60-1-80-2-90	
245.	Thoti	..	50-1-60	60-1-80-2-90	
246.	Dhobi	..	50-1-60	60-1-80-2-90	
247.	Ward Assistant	..	50-1-60	60-1-80-2-90	
248.	Cycle Orderly	..	50-1-60	60-1-80-2-90	
249.	Gurkha Watchman	..	50-1-60	60-1-80-2-90	
250.	Sweeper	..	50-1-60	60-1-80-2-90	
251.	Animal House Attender	..	50-1-60	60-1-80-2-90	
252.	Laboratory Technician	..	35-3-50	60-1-80-2-90	

CHAPTER 53

Department of Town Planning

53.1. Prior to the States' Re-organisation, the work relating to Town Planning was being looked after by the then Government Architect and Town Planning Officer in the erstwhile Mysore area and by the concerned Directors of Town Planning in the Bombay, Hyderabad and Madras areas. After the re-organisation of States, a separate Town Planning Department came into existence with effect from 3rd November 1959 with only a skeleton staff to deal with Town Planning problems and to administer the provisions of the Town Planning Acts in force in the integrated areas.

53.2. A comprehensive Legislation on Town and Country Planning was enacted in 1963 (Mysore Act No. 11 of 1963) and brought into force from the 15th January, 1965. A State Town Planning Board was constituted under Section 4 of the Act "for advising the State Government regarding Planning and Development and for determining principles and policies for achieving the balanced development of the State as a whole." A Planning Authority was also constituted for each area declared to be a 'Local Planning Area.' To begin with, Planning Authorities for rapidly growing cities and regions viz., Bangalore, Mysore, Mangalore, Hubli, Dharwar, Gulbarga and Dandeli were constituted during 1966-67.

53.3. The Director of Town Planning is declared as the Head of a Major Department and is responsible for the preparation of Master Plans for cities and towns as also for layouts for town and village extensions etc. The Department has its central office at Bangalore with branch offices in Bangalore, Belgaum, Hubli, Dharwar, Gulbarga, Mangalore, Bhadravati, Karwar, Mysore and Bellary. In the head-quarters the Director is assisted by requisite technical and ministerial staff.

53.4. Town Planning Officers are in charge of the unit offices for the Bangalore Metropolitan area and the Mangalore Master Plan unit and they are supported by requisite subordinate staff.

Making the Department permanent

53.5. This Department has all along been a temporary Department constituted under the Plan Schemes and sanction to its continuance is being accorded from time to time co-terminus with the plan periods. Government have now forwarded for the concurrence of the Commission a proposal to make the Department permanent with a view to ensure that the trained staff is retained in the Department. The Director has also forwarded a note indicating the staff to be made permanent and the staff to be treated as temporary. The Department of Town Planning has come to stay as a

permanent feature of the administration in view of the need for planned development. This development covers development of new areas, re-adjustment of the areas already developed and clearance schemes. The Director suggested that provision should be made (a) in the Acts relating to Municipal Corporations and Municipalities, making it obligatory on their part to avail themselves of the services of the Town Planning Department while preparing plans for the development of the concerned cities and towns and (b) in the Town and Country Planning Act so as to provide for consultations by the Municipal Corporations and Municipalities with the Town Planning Department before implementing their development programmes. It is of utmost importance that our Cities and Towns develop in a planned manner so as to be conducive to hygienic and healthy living. So the Commission accepts this suggestion and recommends that necessary provision may be made accordingly in the Town and Country Planning Act, the Municipal Corporation Acts and the Municipalities Act so that these bodies may invariably consult the Department of Town Planning before planning and implementing development programmes.

53.6. After considering all aspects of the matter, the Commission recommends that 50 per cent of the posts (both technical and ministerial) in the Department may be made permanent and all such posts may be filled as follows :—

- (a) by absorbing the senior most officials who have no liens on posts in other departments of Government to the extent to which such posts are available ;
- (b) if there are vacancies after all the officials who have no liens on posts in other departments are absorbed, by taking on deputation technical officers and officials holding corresponding posts in the Public Works Department and other ministerial staff from any department of Government.

53.7. In the case of the latter, their liens may be retained in the parent departments and they may be repatriated to the parent departments when they get their promotion. The other 50 per cent of the posts may be continued on a temporary basis for the present and filled only by taking officials on deputation from other departments of Government.

53.8. The Commission recommends in General that whatever scales of pay are prescribed for the staff of the Public Works Department may be applied to the staff with corresponding duties and responsibilities in the Department of Town Planning also.

Providing core-staff at the District level

53.9. The Director urged before the Commission that District Offices had to be established in all the districts with some core-staff to provide technical guidance to various Local Bodies, Planning Authorities and other departments in respect of both urban and rural development so that the officer of the Department at the district level could function as Adviser to all the Municipalities without actually being under the control of any of them.

53.10. After examining the points advanced on behalf of the Department, the Commission considers that as and when Municipalities and other Local Bodies undertake schemes of town planning and seek technical assistance, additional staff may be sanctioned whenever necessary for the plan-periods as it would be waste of finance and man-power to establish District Offices of the Department in every district without reference to immediate needs.

Creation of the post of Gazetted Assistant of the rank of Assistant Commissioner

53.11. It was represented before the Commission that a post of a Gazetted Assistant of the rank of an Assistant Commissioner might be created in the Head Office to cope up with administrative work as in the case of other departments. Keeping in view the requirements of the Department and the general pattern of ministerial assistance given to Heads of Departments in such cases, the Commission recommends that the post of the office Superintendent may be abolished, and in lieu thereof, a post of the Headquarters Assistant in Class II Gazetted cadre may be created. In selecting persons for this post, the senior-most among ministerial staff, if suitable and duly qualified, may be given preference.

Additional staff for the Central Office

53.12. The Director has proposed that one Deputy Director, one Administrative Assistant, one Accounts Clerk and other ministerial staff might be sanctioned for the Central Office on the ground that the volume of work was increasing. The basis on which the additional staff has been asked for has not, however, been indicated. In the absence of full justification for the creation of additional staff, the Commission is not able to support the request. A "Time and Motion Study" may be conducted and additional staff sanctioned in due course if the work load justifies it.

Cadre and Recruitment Rules and Scales of Pay

Director (1) (Rs. 900—40—1100—50—1300)

53.13. According to the rules of Recruitment, appointment to the post of Director can be made by promotion on the basis of merit from the cadre of Deputy Directors with not less than three years of service or by direct recruitment of persons possessing Masters Degree in Town and Country Planning and degree in Civil Engineering with ten years' experience in Town Planning work or deputation of an officer from the Public Works Department with the requisite qualifications in Town Planning. The Commission considers that the existing rules of recruitment are adequate to meet all contingencies.

53.14. The scale of pay for the post may be the same as that of Superintending Engineers.

Deputy Director of Town Planning (Town Planning Officer) (1) (Rs. 600—40—1000)

53.15. The post is to be filled by promotion from the cadre of Assistant Directors with not less than five years of service or by direct recruitment of persons possessing a Masters Degree in Town and Country Planning or an

equivalent degree or diploma from a recognised University and must be a Fellow or Associate member of the Institute of Town Planners, India; or by deputation of an officer from the Public Works Department with qualification in Town Planning. The existing mode of recruitment to this post may continue. The scale of pay for this post may be the same as that for Executive Engineers.

Assistant Director of Town Planning (18) (Rs. 300—25—550—30—700)

53.16. The Rules of Recruitment provide for filling these posts in the ratio of $33\frac{1}{3}$ per cent by direct recruitment by selection by interview of persons who are Associate members of the Institute of Town Planners, India or possess an equivalent degree or Diploma in Town Planning with a minimum experience of one year in Town Planning work or possess a degree in Civil Engineering with post-graduate diploma in Town and Country Planning or Bachelor's Degree in Town Planning from a recognised University, and $66\frac{2}{3}$ per cent by promotion from the cadre of Junior Town Planners with a minimum service of three years in that cadre or by deputation of an officer from the Public Works Department with requisite qualification in Town Planning. The existing mode of recruitment to this post is adequate.

53.17. The scale of pay for these posts may be the same as that for Assistant Engineers.

Junior Town Planners : (36) (Rs. 250—15—400)

53.18. According to the Rules of Recruitment, 75 per cent of the posts of Junior Town Planners are to be filled by direct recruitment by selection by interview of persons who are Associate members of the Institute of Town Planners, India or possess an equivalent degree or diploma in Town Planning recognised for eligibility to the Associate Membership of the Institute of Town Planners of India or possess a degree in Civil Engineering of a recognised University and 25 per cent by promotion from the cadre of Town Planning Supervisors. The existing mode of recruitment to this post may continue.

53.19. The scales of pay for these posts may be the same as that for Junior Engineers.

Head Draughtsman (5) (Rs. 225—10—285—15—375)

53.20. The Rules of Recruitment provide for filling these posts in the ratio of $33\frac{1}{3}$ per cent by direct recruitment by selection by interview of persons who have passed the Intermediate Examination in Architecture of Sir J. J. School of Arts, Bombay, Delhi Polytechnic, Kharagpur Institute of Technology or any other recognised Institute or possess a Diploma in Civil Draughtsmanship or Civil Engineering of a recognised Engineering Institute or a Licentiate in Civil Engineering of any recognised Institute or Post-licentiate Diploma in Town and Country Planning, and $66\frac{2}{3}$ per cent by promotion from the cadre of Draughtsmen. The existing mode of recruitment to this post may continue.

53.21. The scale of pay for these posts may be the same as that fixed for corresponding posts in the Public Works Department.

Draughtsman : (66) (Rs. 150—8—190—10—320)

53.22. According to the Rules of Recruitment 90 per cent of the posts are to be filled by direct recruitment by selection by interview of persons possessing a diploma in Civil Draughtsmanship or Civil Engineering from a Polytechnic or other equivalent qualification and 10 per cent by promotion from the cadre of Tracers with five years' of experience in that cadre. The existing mode of recruitment to this post is adequate.

53.23. The scale of pay for this post may be the same as that for corresponding posts in the Public Works Department.

Town Planning Supervisors : (30) (Rs. 150—8—190—10—320)

53.24. The Rules of Recruitment provide for filling these posts by direct recruitment by selection by interview of persons possessing a Diploma in Civil Engineering with Town Planning as the Specialised subject from a Polytechnic or other equivalent qualification in Town Planning or Licentiate or Diploma in Town and Country Planning. The existing mode of recruitment to these posts may continue.

53.25. The scale of pay for these posts may be the same as for the Supervisors in the Public Works Department.

Tracers : (17) (80—3—110—4—130—5—150)

53.26. According to the Rules of Recruitment, the posts of Tracers are to be filled by direct recruitment by selection by interview of persons with S.S.L.C. or equivalent qualification and one year's training in drawing or tracing in a Polytechnic or any other recognised institution. The existing mode of recruitment to these posts may continue.

53.27. The scale of pay for these posts may be the same as for the corresponding posts in the Public Works Department.

Investigators : (14) (Rs. 150—8—190—10—270)

53.28. The duty of Investigator is to collect and analyse the economic data and help the Planner in assessing the requirements of the local area to improve the economic situation. The Rules of Recruitment provide for filling the posts by direct recruitment by selection by interview of persons with a Bachelors Degree with either Economics, Sociology, Statistics or Geography as Major Subject from any recognised University. The existing mode of recruitment to these posts may continue.

53.29. The scale of pay for these posts may be fixed as Rs. 170—5—180—8—220—EB—10—300.

Blue Printer and Photostat Operator : (1) (Rs. 80—3—110—4—130—5—150)

53.30. According to the Rules of Recruitment, the post is to be filled by direct recruitment by selection by interview of persons who have studied upto VII Standard and possess experience in Blue Printing work and in operating Photostat equipment. The existing mode of recruitment may continue.

53.31. The scale of pay for this post may be fixed as Rs. 95—3—125—4—145—EB—5—200.

Accounts Superintendent : (2) (Rs. 220—10—320—15—440)

53.32. According to the Rules of Recruitment, the posts are to be filled by taking officials of the State Accounts Department on deputation. The existing mode of recruitment is adequate and may continue.

53.33. The scale of pay for these posts may be the same as that for Accounts Superintendents in the State Accounts Department.

Office Superintendent : (1) (Rs. 180—10—320)

53.34. As already stated in para 5, this post may be abolished and a post of Gazetted Assistant to the Director of Town Planning in Class II may be created instead.

53.35. The scale of pay for the post of the Gazetted Assistant may be Rs. 275—20—375—EB—25—525 being the scale applicable to similar posts in other Departments.

First Division Clerks : (12) (Rs. 110—5—150—6—180—10—220)

Second Division Clerks : (13) (Rs. 80—3—110—4—130—5—150)

Stenographers : (2) (Rs. 110—5—150—6—180—10—220) + Spl. Pay Rs. 30 p.m.

Typists : (10) (Rs. 80—3—110—4—130—5—150) + Spl. Pay. Rs. 10 p.m.

53.36. These are posts common to all Departments of Government and the scales of pay for these posts may be the same as for comparable posts in the Public Works Department.

Drivers : (12) (Rs. 70—1—80—2—100)

Attenders : (9) (Rs. 55—1—65—2—75)

Cycle Orderly (1) (Rs. 50—1—60)

Peons : (28) and
Survey Helpers : (16) } (Rs. 50—1—60)

53.37. These are posts common to all Departments of Government and the scales of pay prescribed for these posts may be the same as are prescribed for corresponding posts in the Public works Department.

Special Pay

53.38. Special Pay to the Stenographers and Typists may be regulated in accordance with the general principles laid down for similar posts in the Public Works and other Departments.

53.39. In order to provide incentive to the officers of the Department who have acquired special qualification in Town Planning, Special Pay may be given to the technical staff who have acquired such qualification at the following rates :—

Director	....	Rs. 100 per month
Dy. Director	....	Rs. 75 per month
Assistant Director	....	Rs. 50 per month
Junior Town Planner	....	Rs. 25 per month



CHAPTER 53
TOWN PLANNING DEPARTMENT

No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Rs.	Recommended scale of pay and Special Pay	Rs.	Remarks
1	Director of Town Planning	...	1	900-40-1100-50-1300	1100-50-1300-60-1600		
2	Deputy Director of Town Planning (Town Planning Officer)	1	600-40-1000		700-40-900-50-1200		
3	Assistant Director of Town Planning	...	18	300-25-550-30-700	350-25-600-30-780-EB-40-900		
4	Junior Town Planner	...	36	250-15-400	275-20-375-EB-25-525		
5	Head Draughtsman	...	5	225-10-285-15-375	250-10-300-15-420-EB-20-500		
6	Draughtsman	...	66	150-8-190-10-320	175-10-275-15-350-EB-20-450 (Grade II)		
7	Town Planning Supervisor	...	30	150-8-190-10-320	175-10-275-15-350-EB-20-450		
8	Tracers	...	17	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200		
9	Investigators	...	14	150-8-190-10-270	170-5-180-8-220-EB-10-300		
10	Blue Printer and Photostat Operator	...	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200		
11	Accounts Superintendent	...	2	220-10-320-15-440	250-10-300-15-420-EB-20-500		
12	Office Superintendent	...	1	180-10-320	275-20-375-EB-25-525		To be designated as Headquarters Assistant.
13	I Division Clerk	...	15	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290		
14	Stenographer	...	3	110-5-150-6-180-10-220 + Spl. pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290 + Special Pay Rs. 30 p.m.		
15	II Division Clerk	...	15	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200		
16	Typist	...	11	80-3-110-4-130-5-150 + Special Pay Rs. 10. p.m.	95-3-125-4-145-EB-5-200 + Special Pay Rs. 10 p.m.		
17	Driver	...	13	70-1-80-2-100	85-2-95-3-125-EB-4-145		
18	Attender	...	9	65-2-85	85-2-95-3-125-EB-4-145		
19	Cycle Orderly	...	1	50-1-60	60-1-80-2-90		
20	Survey Helper	...	26	50-1-60	60-1-80-2-90		
21	Peon	...	32	50-1-60	60-1-80-2-90		

CHAPTER 54

Department of Excise

54.1. The Mysore Excise Act, 1965, came into force in the State on 30th September 1967. Under their Notification No. HD 154 EDC 67, dated 23rd September 1967, Government relaxed prohibition throughout the State except in the following areas :

- 1 Entire Bidar District,
- 2 Honnavar, Ankola and Kumta Taluks of North Kanara District,
- 3 Yelandur and Chamarajangar Taluks of Mysore District,
- 4 Jamkhandi Taluk of Bijapur District.

54.2. In their further Notification No. HD 75 EDC 68, dated 30th March 1968, Government relaxed prohibition in the entire District of Bidar and in Honnavar and Kumta Taluks of North Kanara District.

54.3. In the result, the entire State excluding the Taluks of Yelandur, Chamarajangar, Jamkhandi and Ankola is now wet.

54.4. When prohibition was in force in a major portion of the State, the Excise revenue was about Rs. 6 crores. It is expected that about Rs. 12 crores would be realised per annum in future as a result of the relaxation of prohibition.

54.5. This Department is classified as a Major Department. The Commissioner for Commercial Taxes is also the Commissioner for Excise. He is in the supertime scale of the Indian Administrative Service and is the Head of this Department. He is in charge of the administration of the Mysore Excise Act, 1968 and the Mysore Prohibition Act, 1961 and administers certain provisions contained in Medicinal and Toilet Preparations (Excise Duties) Act, 1955 the Dangerous Drugs Act, 1930 the Opium Act, 1878 and the Molasses Control Order. He exercises administrative control over Distilleries, Breweries and Bonded Warehouses, etc., in the State as far as excise duties are concerned. It has been represented on behalf of the Department that as this would be a major revenue earning Department, it required the constant attention of a full time officer in the supertime scale of the Indian Administrative Service as the Commissioner of Commercial Taxes who was concurrently the Commissioner of Excise would not naturally be able to devote adequate time and attention to the work of this Department. The official witnesses were also of the view that for efficient functioning of this Department, which had new and complex problems, it was necessary to have a wholetime officer as the Head of the Department. Taking all aspects of the matter into consideration, the Commission is of the view that there should be a full time officer in the supertime scale of the

Indian Administrative Service Cadre as the Head of the Department and recommends that for reasons stated elsewhere a wholetime post of the Commissioner of Excise in the supertime scale of the Indian Administrative Service may be created accordingly.

54.6. There are 2 Headquarters Assistants to the Commissioner, one on the Technical side and the other on the Establishment side. It was represented that to prevent leakage of revenue and to deal effectively with audit objections, a post of a Financial Assistant should be created in the scale of pay of an Assistant Controller of the State Accounts Department and an officer of that status taken on deputation from that Department. It was added that if this post were to be created, the post of the (non-technical) Headquarters Assistant might be abolished and the work which he was now attending to, distributed between the Financial Assistant and the (Technical) Headquarters Assistant. The Commission accepts these suggestions and recommends that a post of the Financial Assistant may be created after abolishing the post of the (non-technical) Headquarters Assistant as proposed. The post of the Manager (non-gazetted) may be upgraded to Class II and the work which the (non-technical) Headquarters Assistant is attending to may be distributed suitably among the (Technical) Headquarters Assistant, the Financial Assistant and the Manager. It was suggested that about 6 posts of auditors might be created in the Financial wing under the Financial Assistant and that they might be filled by taking suitable officials of the State Accounts Department on deputation. The Commission recommends that posts of auditors may be created and filled as proposed but suggests that the number of posts of auditors to be created may be determined after the work-load is studied.

54.7. At the District level, the Deputy Commissioner is the *Ex-officio* Deputy Commissioner for Excise. The District Excise Officer and the Assistant District Excise Officers assist the Deputy Commissioners in all Excise and Prohibition matters. The District Excise Officers are equivalent in rank to Assistant Commissioners of the Mysore Administrative Service and they act as Headquarters Assistants to the Deputy Commissioners on the Excise side. They also exercise certain independent powers under the Excise and Prohibition laws. The Excise Inspectors perform executive functions like inspection of Shops, Groves, Licensed Liquor Manufactories; they also attend to prosecution work etc., in their respective jurisdictional areas.

54.8. The Excise Assistant Inspectors are generally in charge of sub-ranges consisting of a Taluk or a part thereof. They attend to inspection of Shops, Depots, detection work, marking of trees etc.

54.9. There is a Special (Class II) Officer for drafting uniform Excise Rules in the Department.

Temporary Posts

54.10. Several posts in the Department are continued on a temporary basis for long periods. As the relaxation of prohibition appears to have come to stay, the Commission suggests that such of the temporary posts as are necessary may be made permanent.

Date Reserves

54.11. It was represented that the date reserve lands were being disposed of for cultivation after the introduction of prohibition on the ground that such trees had ceased to have utility, but that atleast in future no date reserve lands should be disposed of for cultivation. It was also represented that even in these lands which were retained as date reserve lands, the date trees had been cut down and that a special drive should be undertaken for regeneration of date palm.

54.12. The Commission agrees with these suggestions and considers that in the context of the present situation in which prohibition has been relaxed the existing date reserves may be retained as such and regeneration of date trees undertaken wherever possible.

Liquor Shops

54.13. At present liquor shops are situated almost in any locality. The members of the public object to the location of such liquor shops in residential localities or in the vicinity of schools, hospitals and places of religious worship. Government may frame rules to regulate the location of such shops so that such shops are located only in unobjectionable localities. This aspect of the matter may be kept in view while framing Rules under the New Excise Act.

Cadre and Recruitment Rules and Scales of Pay—Excise Commissioner (1)

54.14. The Commissioner for Commercial Taxes is concurrently discharging the duties of the Excise Commissioner. Consequent upon the relaxation of prohibition, the work of the department has increased and it has now become a Major Department. The Department must have a full time officer and as recommended above, in the supertime scale of the Indian Administrative Service. The Rules of Recruitment may be framed accordingly.

District Excise Officers : (13) (Rs. 350—25—650—30—800)

Headquarters Assistants : (2) (Rs. 350—25—650—30—800)

54.15. They are appointed by promotion from the cadre of Assistant District Excise Officers. The post of the Headquarters Assistant to the Commissioner is filled by posting a District Excise Officer or by taking on deputation a Class I Officer from the Mysore Administrative Service. The existing modes of recruitment to this cadre may continue. Considering the duties and responsibilities of the posts, the scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

Assistant District Excise Officers : (6) (Rs. 250—20—350—25—500)

54.16. 80 per cent of the posts are filled by promotion from the cadre of Excise Inspectors (Senior) and 20 per cent by promotion from the cadres of Manager and Senior Clerks on the basis of seniority-cum-merit. The Commission suggests that 33½ per cent of the posts of Assistant District Excise Officers may be filled by direct recruitment as infusion of fresh blood would be necessary at this level and

66½ per cent of the posts by promotion from the several cadres as at present. The Rules of Recruitment may be amended on the lines suggested. Considering the duties and responsibilities of the posts, the scale of pay for these posts as revised may be Rs. 275—20—375—EB—25—525.

Excise Inspectors (Senior) : (4) (Rs. 220—10—320)

54.17. These posts are filled by promotion of Excise Inspectors (Junior) as they are in fact intended to provide promotional opportunities for Junior Inspectors. The existing mode of recruitment may, therefore, continue. The scale of pay for these posts may be Rs. 250—10—300—15—420—EB—20—500.

Excise Inspectors (Junior) : (52) (Rs. 140—5—150—8—190—10—250)

54.18. 50 per cent of the posts are filled by direct recruitment of persons holding a Degree, 40 per cent by promotion from the cadre of Excise Assistant Inspectors on the basis of seniority-cum-merit and 10 per cent by promotion from the cadre of I Division Clerks. The existing modes of recruitment may be retained.

54.19. It has been represented that several II Division Clerks who had worked as such for 20 years or so were promoted recently as I Division Clerks and they could not get further promotion as the Cadre and Recruitment Rules prescribe a minimum of 5 years of service in the I Division before an official could be promoted as an Excise Inspector (Junior). It was stated that promotions were delayed considerably for want of vacancies in the cadre of I Division Clerks as the staff of the Department had contracted after the introduction of prohibition. The Commission considers that it would be equitable to relax the restriction that a I Division Clerk should have put in 5 years of service in that cadre for becoming eligible for promotion as Junior Excise Inspector, and to reduce this period to 3 years as the existing I Division Clerks have been promoted to that cadre after having put in long service as II Division Clerks and have gained sufficient experience. The restriction of 5 years of Service as I Division Clerk for promotion to the post of Excise Inspector may, therefore, be kept in abeyance for a period of 5 years, during which period service of 3 years as I Division Clerk with a total service of 10 years may be adopted as the service qualifying an officer for promotion to the post. The Rules of Recruitment may be amended accordingly.

54.20. Considering the nature of duties and responsibilities of the posts, the scale of pay for these posts as revised may be Rs. 170—5—180—8—220—EB—10—300. Excise Assistant Inspectors (129) : (Rs. 80—3—110—4—130—5—150).

54.21. 75 per cent of the posts are filled by direct recruitment of persons who have passed the S.S.L.C. examination and 25 per cent by transfer from the ministerial cadre. The existing modes of recruitment may continue. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

54.22. Manager : (1) (Rs. 225—10—285—15—375)

Senior Clerks : (4) (Rs. 150—8—190—10—270)

- I Division Clerks : (28) (Rs. 110—5—150—6—180—10—220)
 II Division Clerks : (155) (Rs. 80—3—110—4—130—5—150)
 Stenographers : (2) (Rs. 110—5—150—8—190—10—260—15—320)
 Typists : (11) (Rs. 80—3—110—4—130—5—180)
 III Division Clerks : (22) (Rs. 70—1—80—2—100)

As these posts are common to all the Departments, the rules of recruitment as are applicable to the corresponding posts in other Departments may be adopted for these posts also. The scales of pay for these posts may be as indicated in Chapter 4 (part iii) for common categories of posts.

- Jamedar : (1) (Rs. 70—2—90)
 Mutchi : (1) (Rs. 65—2—85)
 Daffedars : (6) (Rs. 65—2—85)
 Van Driver : (1) (Rs. 70—2—80—2—110)
 Other Class IV servants (including
 Tree Markers, Excise Guards, Peons,
 Laskars, Grogging Coolies in the
 Distillery) : (623) (Rs. 50—1—60).

54.23. The posts of Tree Markers, Excise Guards, Laskars, Grogging Coolies are peculiar to this Department. They are in the same scale of pay as peons, *viz.*, Rs. 50—1—60. The modes of recruitment to these posts may be similar to those adopted for other Class IV employees, *viz.*, peons in other Departments. Their scales of pay may be similar to those given to Class IV employees of corresponding rank and grade as indicated in Chapter 4 (part iii) for common categories of posts.

Cask Maistries : (2) (Rs. 55—1—65—2—75)

54.24. These posts are filled by direct recruitment or by promotion from the cadre of peons who have put in at least 5 years of service. For direct recruitment, the candidate must have passed the Standard VIII Examination. The Cask Maistries supervise the work of the Coopers. The posts of Cask Maistries may, therefore, be filled by promotion of Coopers and not by promotion of peons. The provision for direct recruitment may also be deleted. The Rules of Recruitment may be amended accordingly. In view of the fact that the Cask Maistries supervise the work of the Coopers it is only proper that their scale of pay should be higher than that of the latter. The scale of pay for these posts may therefore be revised as Rs. 85—2—95—3—125—EB—4—145.

Coopers : (12) (Rs. 70—2—80—3—110)

54.25. These posts are filled by direct recruitment, the minimum qualification prescribed being a pass in the VIII Standard Examination and knowledge of coopering work. These posts may be filled in future by promotion of Class IV officers including peons, Tree Markers and Excise Guards. As these posts happen to be subordinate to those of Cask Maistries, the scale of pay for these posts may be revised as Rs. 80—2—90—3—120—4—140.

Special Pay

54.26. Except for the Stenographers and the Typists, who are in receipt of Special Pay at Rs. 20 and Rs. 10 per month respectively, as in other departments, no other posts carry any special pay. It is also not necessary to attach special pay to any other post in the Department. The special pay drawn by the Stenographers and the Typists may continue.

Duty-cum-Conveyance Allowance

54.27. A sum of Rs. 30 per month is being paid as Duty-cum-Conveyance Allowance to the District Excise Officers who are entrusted with the supervision of Bonded Warehouses. It is stated that this allowance is specifically included as one of the terms and conditions of the Licence with a direction that this allowance should be paid by the Licensees to the District Excise Officer. As it is not a charge on the general revenues of the State but is recovered from the Licensees, the Commission has no objection to its continuance.

Delegation of Powers

54.28. The Department has not asked for the delegation of any powers in addition to the powers already delegated to the officers at the various levels. The Commission considers that no change is necessary in this regard for the present.



CHAPTER 54
Excise Department

Sl. No.	Designation	No. of posts	Rs.		Remarks
			Existing Scale of Pay and Special Pay	Recommended Scale of Pay and Special Pay	
			Indian Administrative Service		
1	Commissioner of Excise	1	350-25-650-30-800	400-30-700-EB-40-900	
2	District Excise Officer	6	250-20-350-25-500	275-20-375-EB-25-525	
3	Assistant District Excise Officer	6	220-10-320	250-10-300-15-420-EB-20-500	
4	Excise Inspector (Senior)	4	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300	
5	Excise Inspector (Junior)	52	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
6	Excise Assistant Inspector	129	225-10-285-15-375	250-10-300-15-420-EB-20-500	
7	Manager	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	
8	Senior Clerk	4	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
9	First Division Clerk	28	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
10	Second Division Clerk	155	110-5-150-6-180-10-260-15-320	175-10-275-15-350-EB-20-450	
11	Stenographer	2	80-3-110-4-130-5-180	110-4-130-5-170-EB-6-200	
12	Typist	11	70-1-80-2-100	85-2-95-3-125-EB-4-145	
13	Third Division Clerk	22	70-2-80-3-100	80-2-90-3-120-4-140	
14	Cooper	12	70-2-90	85-2-95-3-125-EB-4-145	
15	Jamedar	1	65-2-85	80-2-90-3-120-4-140	
16	Mutchi	1	55-1-65-2-75	85-2-95-3-125-EB-4-145	
17	Cask Maistry	2	65-2-85	80-2-90-3-120-4-140	
18	Daffedar	6			
19	Tree Marker	623			
	Excise Guard				
	Peon		50-1-60	60-1-80-2-90	
	Lascar				
	Grogging Cooly in distillery, etc.				
20	Van Driver	1	70-2-80-2-110	85-2-95-3-125-EB-4-145	

CHAPTER 55

Department of Fire Force

55.1. The Department of Fire Force was constituted into a separate department with effect from 5th November 1965. The Superintendents of Police were till then incharge of this work in their respective Districts.

Functions of the Department

55.2. The main functions of this department are :—

1. Fire fighting.
2. Ambulance Assistance.
3. Pumping out water on request by private parties.
4. Answering calls for rescue.

55.3. This Department is classified as a Major Department. The Commandant General, Home Guards and *Ex-officio* Director of Civil Defence has been designated as the Director of Fire Force. He has been declared the Head of the Department and the powers previously exercised by the Inspector General of Police in respect of Fire Services are delegated to him.

55.4. The Director is responsible for the proper administration of the Department; he is assisted by the Deputy Director in administrative matters and by the Chief Fire Officer in technical matters. The Chief Fire Officer is in charge of a number of Districts and exercises disciplinary and administrative control over the Fire Stations in the Districts under his charge. He is controlling the Fire Force units through the Station Officers who are in charge of one or more stations.

55.5. It has been represented that ever since the supervision of the Fire Force Department by the District Superintendents of Police was removed, certain structural changes in the Department were found to be necessary to keep the Department in a state of efficiency. The Department has represented that proposals for creation of certain posts, upgrading of certain other posts etc. had been sent to Government and that these proposals were under the consideration of Government.

Filling up of the vacancies through the Employment Exchange

55.6. It has been represented that it was difficult to recruit staff to fill the vacancies of Fireman and Fireman Driver etc. through the Employment Exchange as the persons whose names were sponsored by the Employment Exchange were often found to be not suitable for the requirements of the Department. It has, therefore, been requested that this Department might be authorised to fill the

vacancies arising in it by direct recruitment without having to consult the Employment Exchange. The Commission is of the opinion that it is not possible to exempt the Department from the purview of the Employment Exchange in the light of the existing provisions of the Employment Exchanges. (Compulsory Notification of Vacancies) Act of 1959. Moreover, there should be no difficulty under the existing system provided that the department indicates to the Exchange precisely the qualifications required of a candidate needed by it and the Exchange sponsors the names of only such candidates.

Uniforms

55.7. At present all the non-gazetted staff of the Fire Force Department excepting the Deputy Chief Fire Officers, Station Officers and Sub-Officers are entitled to the supply of free Uniforms. It was urged that they might also be given free uniforms and allowances as in the case of others. The Commission recommends that uniforms and allowances may be given to the officers of this department upto the rank corresponding to the rank of the officers of the Police Department to whom such uniform and allowances are given.

Free quarters

55.8. It has been requested that housing facilities should be provided to the staff of the Fire Force as this is an emergency Department just like the Police. The Commission is of the view that housing facilities may be provided at least to the essential staff, as early as possible, giving it the highest priority.

Maintenance of Motor Transport

55.9. It was represented to the Commission that the Department had got a small workshop, that it had not been able to attend to the maintenance of all the vehicles under the control of the Department and that the Mysore State Road Transport Corporation which was consulted in the matter had stated that it was not possible for the Corporation to give priority to the Vehicles of this Department; it was, therefore, suggested that a full fledged workshop might be sanctioned for the Department in order to ensure that all the vehicles were kept in perfect condition at all times as they might be called upon for work at short or no notice. It was also represented that as the vehicles of the Department were not of the same category as the vehicles of the other Department it would be necessary to have in the workshop a few men specially trained for looking after these vehicles.

55.10. The Commission agrees that the vehicles of this Department should always be kept in perfect running order but cannot agree that the only way of ensuring this is by sanctioning a separate workshop for this department.

55.11. The Commission has recommended in Chapter 9 that maintenance workshops may be opened in Bangalore, Mysore, Hubli-Dharwar and Gulbarga for attending to the major repairs and "Service Stations" may be opened in each District headquarters for attending to the servicing and minor repairs of all Government vehicles. Instructions could be given to these Workshops and

Service Stations that the vehicles of the Police Department and Department of Fire Force should be given the highest priority whenever they are sent for attention. If necessary persons who have got specialised training in matters relating to the vehicles of the type maintained by this Department could be attached to each of the four workshops and they could attend to all items of work which are of a special nature.

55.12. The Commission accordingly suggests that a separate workshop need not be sanctioned for this Department.

Purchase through the Stores Purchase Department

55.13. The Department has represented that it might be permitted to purchase the various appliances and items of equipment required by it without routing its indents through the Stores Purchase Department. The Commission has recommended in Chapter 24 that as far as possible, all the Departments of Government may route their indents through the Stores Purchase Department in the interests of getting the best and most favourable quotations. There are no special circumstances justifying a departure from this principle in the case of this Department.

55.14. The Commission, however, agrees to the suggestion of direct purchases in cases of urgent requirements but with the express prior sanction of Government.

Imprest Amount

55.15. It has been represented that the Department did not have any imprest amount for giving advances to the staff for their food when they were engaged on their duties continuously for long hours. The Commission recommends that an imprest of Rs. 500 may be placed at the disposal of the Director to enable him to give advances to the staff when they go out on Fire Service duties.

Telephone Operators

55.16. It has been represented that Telephone Operators in the Department get ordinary Firemen's salary, and that the scale of pay for the Telephone Operators should be the same as that for Telephone Operators in other departments. The Commission considers this representation to be reasonable and has accordingly recommended the scale of pay for the Telephone Operators on this basis.

Transmission of Messages

55.17. It was stated that the police Wireless Grid and the Police Stations were now transmitting messages about the occurrence of fires purely as an informal arrangement and that the arrangement should be got formalised. The Commission accepts the suggestion and recommends that Government may issue necessary instructions in this behalf.

Allowances.—

55.18. Many of the posts in the Department carry allowances like Fire Brigade allowance, Uniform allowance, Conveyance allowance etc. The Depart-

ment has requested for the continuance of the allowances at a higher scale than at present taking into consideration the present day cost of living. The Commission considers that while allowances and perquisites given to the officers and men of the Police Department like provision of uniforms and free quarters and payment of Driving Allowance, Conveyance allowance etc., may be extended to the officers and men of corresponding rank in the Fire Force Department, there is no justification for giving any additional facilities to the latter.

Fire Brigade allowance

55.19. At present some of the Fire Service personnel are getting Fire Brigade Allowance which is peculiar to this Department. The Commission considers that this allowance may continue.

Retirement of Employees

55.20. It was suggested that the men in this department should be retired from service at the end of 20 years of service on payment of proportionate pension and other retirement benefits as they would not be able to discharge their duties efficiently after the age of about 40 or so. The Commission considers that it would not be fair to retire all the employees in these cadres of the Department after 20 years of service. Such of the employees as are engaged on fire fighting work may be got examined medically after 20 years of service and periodically thereafter and such of them as are medically fit may be continued in service till the normal age of superannuation. The others may be retired from service on payment of proportionate pension and other pensionary benefits as proposed.

Daily allowance to Firemen going outside the Headquarters, to attend to Fire Service work

55.21. It has been represented that Firemen going outside the Headquarters to attend to Fire Service work might be paid full Daily allowance even though their absence from Headquarters might be less than 6 hours in view of the fact that they would have to purchase food and beverages in the places in which the incidents occurred and they would be put to expenses, which, if not reimbursed by Government, would have to be met from their own pocket. The proposal is reasonable and the Commission accordingly recommends that full daily allowance may be given on such days even though their absence from headquarters is less than 6 hours.

Levy of Fire Tax under the Mysore Fire Force Act 1964

55.22. It is understood that proposals have been sent to Government for the levy of inspection charges against "Fire risks" under Section 13 of the Mysore Fire Force Act, 1964 and for levying annual fees for issue of licences to use any building or place as a Warehouse or Workshop and that the proposals sent by the Department are still under examination. They may be examined and finalised early.

Cadre and Recruitment Rules

55.23. It is understood from the Administrative Department that the Cadre and Recruitment Rules are under the consideration of Government. Till the

revised Rules are finalised the Department is following the Cadre and Recruitment Rules applicable to the Fire Service personnel as incorporated in the Recruitment Rules of the Police Department.

55.24. The Cadre and Recruitment Rules of this Department may be framed as early as possible.

Scales of pay.

Director, Fire Force (1)

55.25. The Commandant General, Home Guards and *Ex-officio* Director of Civil Defence is concurrently appointed as the Director of Fire Services. He is an officer in the supertime scale of the Indian Police Service. This arrangement may continue.

Deputy Director, Fire Force (1) (Rs. 740—40—1,100—50/2—1,250—50—1,300)

55.26. This post is filled by taking on deputation an Officer in the Senior time scale of the Indian Police Service. This mode of recruitment may continue.

Chief Fire Officer (1) (Rs. 300—20—400—25—600)

55.27. At present, this post is filled by promotion from the cadre of Deputy Chief Fire Officer. This method of recruitment is adequate and may continue. The scale of pay for this post may be the same as that for Deputy Superintendents of Police.

Deputy Chief Fire Officer (1) (Rs. 225—10—285—15—375)

55.28. Consequent on the creation of the cadre of Station Officers, the Department has proposed that this post might be filled by promotion of Station Officers and Sub-Officers. As the posts of Station Officers are being filled by promotion from the cadre of Sub-Officers, it may not be appropriate to include Sub-Officers along with Station Officers for the purpose of promotion. This post may therefore, be filled by promotion of an officer in the cadre of Station Officers only. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be the same as that for Police Inspectors.

Engineering Station Officer (1) | (Rs. 150—8—190—10—270) *Station Officers (3) |*

55.29. The Department has proposed in the Rules of Recruitment sent to Government that the posts of Station Officers might be filled by promotion from the cadre of Sub-Officers who have put in a minimum of seven years of service on the basis of seniority-cum-merit and that the post of the Engineering Station Officer might be filled by promotion by selection from the cadre of Driver Mechanics, who have put in 7 years of service of which 2 years should be as a Driver Mechanic or Fire Brigade Mechanic. The modes of recruitment as proposed are adequate and may be adopted. The scale of pay for these posts may be the same as that for Sub-Inspectors of Police.

Sub-Officers (17) (Rs. 120—3—150—5—175.)

55.30. Fifty per cent of these posts are filled by direct recruitment and the other 50 percent by promotion from the cadre of Assistant Sub-Officers and Leading Firemen. Since the posts of Assistant Sub-Officers are filled by promotion of Leading Firemen, it would be inconsistent to place the Assistant Sub-Officers and Leading Firemen on the same footing in regard to eligibility for promotion to the posts of Sub-Officers. The Cadre and Recruitment Rules will have to be amended by excluding the Leading Firemen from eligibility to promotion to these posts. For direct recruitment, the qualification required is a pass in Intermediate or Pre-University Examination. In the case of ex-Army Personnel, the age of appointment is relaxable upto 35 years. The existing modes of recruitment subject to the above modification are adequate and may continue. The scale of pay for the posts as revised may be Rs. 140—5—150—8—190—EB—10—260—15—290.

Assistant Sub-Officers (12) Rs. (110—3—140)

55.31. These posts are being filled by promotion from the cadre of Leading Firemen. The method of recruitment is adequate and may continue. The scale of pay for these posts shall be Rs. 130—5—170—6—200—EB—10—240

Driver Mechanics : (8) (Rs. 80—3—125)

Fireman Drivers : (101) (Rs. 85—2—105)

Leading Firemen : (62) (Rs. 85—2—105)

55.32. Thirty-three and one third per cent of the posts of Driver Mechanics are filled by direct recruitment and 66 $\frac{2}{3}$ percent by promotion of Firemen Drivers. For direct recruitment, practical experience of not less than 3 years in an up-to-date workshop is necessary in addition to having a Driving Licence for Heavy Transport Vehicles. The posts of Firemen Drivers are filled by direct recruitment, the qualification prescribed being practical experience of not less than 3 years in an up-to-date workshop in addition to having a Driving Licence for Heavy Transport Vehicles. The posts of Leading Firemen are filled by promotion of Firemen Drivers.

55.33. As the qualifications prescribed for the posts of Driver Mechanics and Firemen Drivers are identical and as the posts of Leading Firemen are promotional posts for Firemen Drivers, it is equitable that the Driver Mechanics and Firemen Drivers are clubbed together and placed in an identical scale of pay and the Leading Firemen are given a slightly higher scale.

55.34. All the posts of Driver Mechanics and Firemen Drivers may be filled only by direct recruitment of person possessing the qualification now prescribed in the Rules of Recruitment for direct recruitment to these posts and the Rules of Recruitment may be amended accordingly. The scale of pay for Driver Mechanics and Firemen Drivers may be revised as Rs. 95—3—125—4—145—EB—5—200.

55.35. The posts of Leading Firemen may be filled by promotion on the basis of seniority-cum-merit of persons in the combined cadre of Driver-Mechanics and

Firemen-Drivers. The Rules of Recruitment may be framed accordingly. The scale of pay for Leading Firemen may be revised as Rs. 110—4—130—5—170—EB—6—200.

Firemen (398) (Rs. 65—1—70—2—90)

55.36. These posts are filled by direct recruitment of persons who possess atleast the qualification of III Standard and are fit physically for active out-door work. They are required to undergo training for six months at the Fire Stations. In the case of ex-Army Personnel, the age of recruitment is relaxable up to 35 years. The Department has proposed that the minimum qualification for direct recruitment might be raised to VII Standard. This may be agreed to and the Rules of Recruitment framed accordingly. The scale of pay for these posts may be the same as that for Police Constables.

Other posts (Ministerial)

Manager : (1) (Rs. 150—8—190—10—270)

Accountants : (2) (Rs. 110—5—150—6—180—10—220)

I Division Clerks : (1) (Rs. 110—5—150—6—180—10—220)

II Division Clerks : (7) (Rs. 80—3—110—4—130—5—150)

III Division Clerk : (1) (Rs. 70—1—80—2—100)

Junior Stenographer : (1) (Rs. 80—3—110—4—130—5—150)

Typists : (2) (Rs. 80—3—110—4—130—5—150)

Dalayats : (8) (Rs. 50—1—60)

Sweeper : (1) (Rs. 50—1—60)

55.37. These are posts common to all the Departments. The Rules of Recruitment as are applicable to the corresponding posts in other Departments may be adopted for these posts. The scales of pay for these posts may be similar to those for corresponding posts in other Departments.

Workshop Establishment

Engineering Sub-Officer : (1) (Rs. 150—8—190—10—270)

55.38. This post is proposed to be filled by promotion from the cadre of Driver-Mechanic or Fitter Class I or II and if none is suitable, by direct recruitment, the qualification being a Diploma in Automobile Engineering. The proposed modes of recruitment are adequate and may be adopted. The scale of pay for the post as revised may be Rs. 175—10—275—15—350—EB—20—450.

Fitter (Class I) (1) (Rs. 110—3—140)

55.39. This post is proposed to be filled by promotion from the cadre of Fitter-Class II, Electrician-Class II, Painter-Class II, Welder-cum-Tinsmith-Class II, on the basis of Seniority-cum-efficiency or by transfer from the cadre of Driver-Mechanics if found suitable. The proposed modes of recruitment are adequate and may be adopted. The scale of pay for the post as revised may be Rs. 130—5—170—6—200—EB—10—240.

Fitters—Class II (1) (Rs. 85—2—105)

55.40. This post is proposed to be filled by promotion from the cadre of Fitter-Class III, Carpenter-Class III and Cleaner-Class III on the basis of seniority-*cum*-efficiency or by transfer from the cadre of Firemen Drivers if found suitable. as the posts of Firemen Drivers and Driver-Mechanics are clubbed together and placed on identical scales of pay, these posts may also be filled by transfer of persons from this common cadre, if found suitable. The Rules of Recruitment may be framed accordingly. The scale of pay for this post as revised may be Rs. 95—3—125—4—145—EB—5—200.

Fitter—Class II (1) (Rs. 65—1—70—2—90)

55.41. This post is proposed to be filled by transfer from the cadre of Firemen, if found suitable, or by direct recruitment, the qualification prescribed for direct recruitment being a pass in the VII Standard examination with practical experience as a Fitter for 2 years in a workshop or a course of training as Fitter in a recognised training Institute. The proposed modes of recruitment are adequate and may be adopted. The Scale of pay for this post as revised may be Rs. 80—2—90—3—120—4—140.

Electrician—Class II (1) (Rs. 85—2—105)

55.42. This post is proposed to be filled by promotion from the cadre of Firemen on the basis of seniority-*cum*-efficiency or by transfer from the cadre of Firemen Drivers, if found suitable or by direct recruitment of a person who has passed atleast the VII Standard Examination, possesses practical experience and has worked as an Electrician in an Automobile Workshop for a period of 2 years. As the posts of Firemen Drivers and Driver Mechanics have been combined into a common cadre on identical scales of pay, these posts may also be filled by transfer of persons from this cadre, if found suitable. The Rules of Recruitment may be framed accordingly. The scale of pay for this post as revised may be Rs. 95—3—125—4—145—EB—5—200.

Carpenter—Class III (1) (Rs. 65—1—70—2—90)

55.43. This post is proposed to be filled by transfer from the cadre of Firemen if found suitable or by direct recruitment of a person who has passed atleast the VII Standard Examination and has practical experience in carpentry and has worked as a Carpenter for 2 years in a Workshop or has undergone a course of training as a carpenter in a recognised Institution. The modes of recruitment suggested are adequate and may be adopted. The scale of pay for this post as revised may be Rs. 80—2—90—3—120—4—140.

Welder-cum-Tinsmith (Class II) (1) (Rs. 85—2—105).

55.44. This post is proposed to be filled by promotion from the cadre of Firemen on the basis of seniority-*cum*-efficiency or by transfer from the cadre of Leading Firemen if found suitable or by direct recruitment, for which a person must have passed atleast the VII Standard Examination and must have practical experience as a Welder in a Workshop for 2 years or must have undergone a

course of training as Welder-cum-Tinsmith in a recognised Institution. The proposed modes of recruitment are adequate and may be adopted. The scale of pay for this post as revised may be Rs. 95—3—125—4—145—EB—5—200.

Painter Class III (1) (Rs. 85—2—105)

55.45. This post is proposed to be filled by promotion from the cadre of Firemen or by transfer from the cadre of Leading Firemen if found suitable or by direct recruitment of a person who has passed atleast VII Standard Examination and has worked as a Painter in a Workshop for 2 years. The modes of recruitment proposed are adequate and may be adopted. The scale of pay for the post as revised may be Rs. 95—3—125—4—145—EB—5—200.

Cleaner Class III (1) (Rs. 65—1—70—2—90)

55.46. This post is proposed to be filled by transfer from the cadre of Firemen. The proposed mode of recruitment is adequate and may be adopted. The scale of pay for this post as revised may be Rs. 80—2—90—3—120—4—140.

Special Pay

55.47. Special Pay is attached to the following posts. The Commission recommends that Special Pay may be granted at the rates indicated against each of these posts:

1. Deputy Director, Fire Force	....	Rs. 100	p.m.
2. Deputy Chief Fire Officer	....	20	„
3. Station Officer	....	10	„
4. Engineering Station Officer	....	10	„
5. Sub-Officers	....	10	„
6. Assistant Sub-Officers	....	10	„
7. Driver Mechanics (for one post only)	....	10	„
8. Leading Firemen	....	7	„
9. Firemen Drivers	....	7	„
10. Firemen	....	2	„

55.48. The Junior Stenographers and Typists get a Special Pay of Rs. 20 and Rs. 10 p. m. respectively as drawn by similar employees in other Departments. This may continue.

Delegation of Powers

55.49. The Director of Fire Force exercises all the powers of a Head of a Major Department. No specific proposals are made to the Commission regarding the delegation of additional powers. The Commission considers that the existing powers are adequate and may continue.

CHAPTER 55
DEPARTMENT OF FIRE FORCE

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
			Rs.	I.P.S.	
1	Director, Fire Force	...	...	...	The Commandant-General, Home Guards and <i>Ex-officio</i> Director of Civil Defence is concurrently appointed as the Director of Fire Services.
2	Deputy Director	1	740-40-1,100-50/2-1,250-50-1,300 +Spl. Pay Rs. 100 p.m.	I.P.S.	Special Pay is recommended.
3	Chief Fire Officer	1	300-20-400-25-600	400-30-700-EB-40-900	
4	Deputy Chief Fire Officer	1	225-10-285-15-375 +Spl. Pay Rs. 20 p.m.	275-20-375-EB-25-525 + Special Pay Rs. 20 p.m.	
5	Station Officer	3	150-8-190-10-270 +Spl. Pay Rs. 10 p.m.	175-10-275-15-350-EB-20-450+Spl. Pay Rs. 10 p.m.	
6	Engineering Station Officer	1	150-8-190-10-270 +Spl. Pay Rs. 10 p.m.	175-10-275-15-350-EB-20-450+Spl. pay Rs. 10 p.m.	
7	Sub-Officers	17	120-3-150-5-175 +Spl. Pay Rs. 10 p.m.	140-5-150-9-190-10-260 -15-290+Spl. Pay Rs. 10 p.m.	
8	Assistant Sub-Officer	12	110-3-140 +Spl. Pay Rs. 10 p.m.	130-5-170-6-200-EB-10-240 +Spl. Pay Rs. 10 p.m.	
9	Driver Mechanic	8	80-3-125 +Spl. Pay Rs. 10 p.m. for one post only.	95-3-125-4-145-EB-5-200 +Spl. Pay Rs. 10 p.m.	
10	Leading Fireman	62	85-2-105 +Spl. Pay Rs. 7 p.m.	110-4-130-5-170-EB-6-200 +Spl. Pay Rs. 7 p.m.	
11	Fireman Driver	101	85-2-105 +Spl. Pay Rs. 7 p.m.	95-3-125-4-145-EB-5-200 +Spl. Pay Rs. 7 p.m.	
12	Fireman	398	65-1-70-2-90 +Spl. Pay Rs. 2 p.m.	80-2-90-3-120-4-140 +Spl. Pay Rs. 2 p.m.	
13	Manager	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	
14	Accountant	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
15	First Division Clerk	1	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	

Department of Fire Force—(concl'd.)

Designation	Number of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
		Rs.	Rs.	
16 Second Division Clerk	7	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
17 Third Division Clerk	1	70-1-80-2-100	85-2-95-3-125-EB-4-145	
18 Junior Stenographer	1	80-3-110-4-130-5-150 + Special pay Rs. 20 p.m.	95-3-125-4-145-EB-5-200 + Special pay Rs. 20 p.m.	
19 Typist	2	80-3-110-4-130-5-150 + Special pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Special pay Rs. 10 p.m.	
20 Delayat	8	50-1-60	60-1-80-2-90	
21 Sweeper	1	50-1-60	60-1-80-2-90	
<i>Workshop Establishment</i>				
22 Engineering Sub-Officer	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	
23 Fitter Class I	1	110-3-140	130-5-170-6-200-EB-10-240	
24 Fitter Class II	1	85-2-105	95-3-125-4-145-EB-5-200	
25 Fitter Class III	1	65-1-70-2-90	80-2-90-3-120-4-140	
26 Electrician Class II	1	85-2-105	95-3-125-4-145-EB-5-200	
27 Carpenter Class III	1	65-1-70-2-90	80-2-90-3-120-4-140	
28 Welder-cum-Tin Smith Class II	1	85-2-105	95-3-125-4-145-EB-5-200	
29 Painter Class III	1	85-2-105	95-3-125-4-145-EB-5-200	
30 Cleaner Class III	1	65-1-70-2-90	80-2-90-3-120-4-140	

CHAPTER 56

Film Unit

56.1. In order to develop the Film Industry in the State and to give impetus, fillip and encouragement to the production of quality Kannada Films within the State, Government have evolved a scheme for the grant of subsidy to feature Films and payment of cash awards for the best Kannada films produced in the State every year. For this purpose, a Film Unit has been set up. This Unit is classified as a Minor Department and is placed under an Officer on Special Duty who is treated as the Head of the Department in the scale of pay of Rs. 900—40—1,100—50—1,300 with a Special Pay of Rs. 150 per mensem and the subordinate staff mentioned in the margin has been sanctioned for the Unit; currency of the sanction to all these posts expires on 24th September 1969.

<i>Designation</i>		<i>Scale of Pay</i>
Section Officer	.... 1	Rs. 250—20—350—25—500
Assistant	.... 1	Rs. 130—5—150—8—190—10—270
First Grade		
Stenographer	.... 1	Rs. 110—5—150—6—180—10—220 with Special Pay of Rs. 30 per mensem
Driver	.... 1	Rs. 70—2—90
Cleaner	.... 1	Rs. 55—1—65—3—75
Dalayats	.... 2	Rs. 50—1—60

56.2. The Officer on Special Duty recommends to Government the grant of subsidy to individual Film Producers after satisfying himself that the conditions for the grant of subsidy are fulfilled. He is also the Member-Secretary of the Committee formed by Government for making recommendations to Government for the award of prizes to the best Kannada pictures of the year.

56.3. It has been suggested to the Commission that this post might be redesignated as Director of Literary Activities and that the work relating to (a) Cultural activities, (b) Songs and Drama Division of the Department of Information and Tourism and Documentary Films might be merged with the Film Unit, and that the staff of the Unit might be augmented suitably. Considered purely on the basis of the work-load, there is hardly any justification for continuing the (senior time scale Class I) post of the Officer on Special Duty or for continuing the Film Unit as a separate entity and much less for its reorganisation by transferring to its items of work which are being handled quite adequately by other Departments of Government.

56.4. After the expiry of the sanctioned term of the Film Unit, the post of the Officer on Special Duty may be abolished and the entire work that is at present being attended to in the Film Unit along with the subordinate staff in the Unit may be transferred to the Department of Information and Tourism.

56.5. The nature of duties handled by the Officer on Special Duty being what it is, such duties could very well be attended to by an Officer of a lower status. The work in question may, therefore, be entrusted to an Officer of the rank of Deputy Director in the Department of Information and Tourism in addition to his other work.

56.6. It is seen that, at present, subsidy is being paid at a flat rate without regard to the quality of the Film. It has been suggested to the Commission that it would be desirable to relate the quantum of the subsidy to the quality of the Film. The Commission considers that the existing scheme of subsidy does not serve any useful purpose. At present, the emphasis is merely on the language of the film. More increase in the number of films without reference to quality brings no credit either to the producer or to the Government encouraging such films. There is already a scheme for awards on the basis of quality. So, the Commission is of the opinion that instead of encouraging films by grant of subsidy merely on the basis of language, the amount may be earmarked for awards to the best actors and actresses, to the musicians and singers and to the story-writers and other artists connected with Film production. Such a step will go a long way in the encouragement of genuine art, literature and culture. It is accordingly recommended that the present scheme might be suitably modified as early as possible.

56.7. The scale of pay for the post of the Special Officer does not require any revision at this stage as it is recommended to be abolished after the expiry of the present term of the Unit. No suggestions are made about the delegation of powers to the Special Officer for the same reason.

56.8. The scales of pay for the various posts in the Unit may be the same as those for the corresponding posts in the Department of Information and Tourism with which the merger of this Unit is recommended by the Commission.

CHAPTER 56

Film Unit Department

No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
1	Officer on Special Duty (Gazetted) (Class I)	1	900—40—1,100—50—1,300 +Special Pay Rs. 150 p.m.	700—40—900—50—1,200	On par with the scale of pay of the Deputy Director in the Department of Information and Tourism.
2	Section Officer (Gazetted) (Class II)	1	250—20—350—25—500	275—20—375—EB—25—525	
3	Assistant	1	130—5—150—8—190—10—270	140—5—150—8—190—EB—10—260—15—290	
4	I Grade Stenographer	1	110—5—150—6—180—10—220 +Special Pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 +Special Pay Rs. 30 p.m.	
5	Driver	1	70—2—90	85—2—95—3—125—EB—4—145	
6	Cleaner	1	55—1—65—2—75	60—1—80—2—90	
7	Dayat	2	50—1—60	60—1—80—2—90	

CHAPTER 57

Department of Home Guards and Civil Defence

I. Home Guards

57.1. The Home Guards is a volunteer Organisation constituted under the Mysore Home Guards Act, 1962. The organisation is being continued from year to year on a temporary basis and the present sanction is current up to 31st March 1969. The question of making this Organisation permanent is stated to be under the consideration of the State Government in consultation with the Government of India. The expenditure on the Home Guards raised after 1962 is shared equally between the Central Government and the State Government.

57.2. This Department is classified as a Major Department. The Commandant-General, Home Guards is the Head of this Department. He is an Officer in the super-time scale of the Indian Police Service (in the scale) of pay of Rs. 1,600—100—1,800) and a conveyance allowance of Rs. 125 per mensem is paid to him. He has his Headquarters in Bangalore and exercises general supervision and control over, and co-ordinates the work of, the Home Guards all over the State. He is also *Ex-Officio* Director of Civil Defence and Director of Fire Services. He is assisted by the following Gazetted Officers:—

Designation	Scale of Pay	Remarks
1. Senior Staff Officer-cum-Deputy Commandant-General, Home Guards and <i>Ex-Officio</i> Deputy Director of Civil Defence.	Senior time scale of the Indian Police Service. Rs. 740—40—1,110—50/2—1,250—50—1,300 <i>plus</i> Conveyance Allowance Rs. 75 per mensem.	
2. Staff Officer-cum-Personal Assistant to Commandant-General, Home Guards and Civil Defence and <i>Ex-Officio</i> Assistant Director of Civil Defence.	Rs. 350—25—650—30—800	Drawn from the Mysore Administrative service.
3. Accounts Officer	.... Rs. 350—25—650—30—800 <i>plus</i> Conveyance Allowance Rs. 75 per mensem.	Drawn from the State Accounts Department

57.3. The non-gazetted staff consists of ministerial staff, training staff and motor transport establishment.

57.4. At the District Level, there are Commandants in the Home Guards Unit who are appointed in an Honorary capacity and are given a fixed Conveyance Allowance.

57.5. In the four districts *viz.*, Belgaum, Dharwar, Bijapur and North Kanara of the Bombay area there are part-time Clerks and Peons with a fixed pay of Rs. 48 per mensem and Rs. 24 per mensem respectively.

Training

57.6. One of the functions of the Commandants at the District level is the enrolment of Home Guards. The Home Guards after enrolment are given basic training at the District level in subjects like Squad Drill, Physical Training, Lathi Drill, Map Reading, Field Course, Night Patrol, Guard duties, Elementary Fire Fighting, Elementary rescue, etc.

57.7. Selected Home Guards who successfully complete the basic training are given advanced training in Bangalore in the various courses of training as indicated below :—

Sl. No.	Course	Period of the course
1	2	3
		Days
1.	Civil Defence	.... 15
2.	First Aid Course	.... 18
3.	Reconnaissance	.... 11
4.	Wireless Training Condensed Course	.... 7
5.	Light Rescue Course	.... 10
6.	Light Rescue/flood rescue	.... 20
7.	Basic Rescue	.... 10
8.	Staff Officers	.... 18
9.	Junior Commissioned Officers' Course	.... 25
10.	Home Guards Instructor's Course	.... 20
11.	Basic Fire Fighting Course	.... 10
12.	Advanced Fire Fighting Course	.... 23
13.	Heavy Vehicles Training (Driving)	.... 6

57.8. Clothing and equipment are issued to the Home Guards at the cost of Government according to the scheduled scale.

57.9. The instructional staff sanctioned to this Organisation are as follows:—

At the combined Central Home Guards and Civil Defence Training Institute, Bangalore, Headquarters :

Sl. No.	Post	No. of Posts.	Scale of Pay
1	2	3	4
1.	Chief Instructor	.... 1	Rs. 225—10—235—15—375
2.	Deputy Chief Instructor	.... 1	Rs. 150—8—190—10—270
3.	Rescue Instructor	.... 1	do

Sl. No.	Post	No. of Posts.	Scale of Pay
1	2	3	4
4.	Fire Fighting Instructor	1	Rs. 150—8—190—10—270
5.	Weapon Training Instructors	4	do
6.	Instructors/Demonstrators	6	Rs. 110—3—140
7.	Sainiks	25	Rs. 65—1—70—2—90

Besides there are the following staff:

1.	Carpenter	1	Rs. 65—1—70—2—90
2.	Sweepers/Peons	4	Rs. 50—1—60
3.	Chief Armourer	1	Rs. 85—2—105 + Special pay Rs. 15
4.	Assistant Armourer	1	Rs. 65—1—70—2—90 + Special Pay. Rs. 15
5.	Watchman	1	Rs. 50—1—60

In the Districts

1.	Instructors	20	Rs. 150—8—190—10—270
2.	Assistant Instructors	40	Rs. 85—2—105

Functions of the Home Guards

57.10. The Home Guards discharge such functions and duties in relation to

- (i) Protection of persons
- (ii) Security of property
- (iii) Preservation of public order or tranquility
- (iv) Guarding of public buildings, etc. as are entrusted to them from time to time.

II. Civil Defence

57.11. According to the list drawn up by the Government of India for provision of Civil Defence Measures, Bangalore City is the only City in Mysore State which is included in category II Towns having the following Civil Defence Services :—

- (a) Head Quarters
- (b) Warden
- (c) Casualty
- (d) Communication
- (e) Fire Fighting
- (f) Training

57.12. The expenditure on admissible items of Civil Defence is shared equally between the Central and State Governments. The Commandant-General, Home Guards is the *Ex-Officio* Director of Civil Defence. His Personal Assistant functions as *Ex-Officio* Assistant Director of Civil Defence. There is a small non-gazetted

staff in the Directorate for attending to the work connected with Civil Defence Measures.

Home Guards Department

57.13. The importance and necessity of the Home Guards Organisation in times of emergencies, like fires, floods and Civil commotions, cannot be over-emphasised. It is understood that this organisation has been rendering useful service in times of emergencies and has risen to the occasion in times of need. It is also understood that the future setup of the Department is under consideration of the State Government in consultation with Government of India. The Commission recommends that this Department may be placed on a permanent footing.

Staff for the Training Institute

57.14. It has been represented that there should be a whole time officer exclusively in charge of the Training Institute. It is understood that a wholetime post of Commandant, Training Institute has been created recently and that a retired Major has been appointed as the Commandant. This arrangement may continue. It has been represented that it was necessary to appoint Ex-Service Officers as Instructors in the Institute but that it was difficult to recruit the right type of Ex-Service Personnel through the Employment Exchange. It has, therefore, been suggested to the Commission that the Department might be taken out of the purview of the Employment Exchange and that it might be authorised to fill the posts by appointing Ex-Army and Police Personnel. It is not possible to exempt the Department from the purview of the Employment Exchange in view of the existing provisions of the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959.

Part Time Instructors

57.15. There are part-time instructors in the District Home Guards Units ; viz., Company Commanders and Platoon Commanders. The former are paid a fixed remuneration (Honorarium) of Rs. 50 per month and the latter a fixed remuneration (Honorarium) of Rs. 30 per month, as their work is of a part-time nature. The existing system may continue.

57.16. The system of part-time clerks and part-time peons has been continued in the Bombay area. There were about 58 clerks on a fixed remuneration of Rs. 48 per month. These posts have since been abolished. There are 55 posts of part-time peons on a fixed remuneration of Rs. 24 per month. This system may continue and may be extended to other areas whenever found necessary.

57.17. The existing arrangements under which some of the posts in this Department are filled by taking officials from the Police Department and from the Public Works Department on deputation may be continued for the present.

Purchases through the Stores Purchase Department

57.18. Normally the articles required by any Department of Government have to be purchased through the Stores Purchase Department; but the Department has represented that as this procedure involves considerable delay in obtain-

ning the required articles in time during emergencies, such of the articles as are required urgently might be permitted to be purchased direct with the approval of Government. The Commission feels that only in exceptional cases need the Commandant-General be authorised to purchase the requirements of his Department directly without consulting the Stores Purchase Department and that even in such cases the articles may be so purchased only after getting the prior approval of Government.

Conveyance Allowance

57.19. As the Commandant-General, Home Guards and the *Ex-officio* Director of Civil Defence is also the Director, Fire Services, a request has been made to the Commission for the grant of additional Conveyance allowance as the Officer has to tour all the Districts for supervision of the Fire Stations. This Officer is given a Conveyance Allowance of Rs. 125 per mensem (as against the maximum admissible rate of Conveyance Allowance of Rs. 75 per mensem) considering the additional assignments entrusted to him. He is entitled to draw travelling allowance as per rules when he goes out on tour. As the conveyance allowance cannot be permitted to be a source of profit, the Commission does not see any reason for grant of any additional conveyance allowance.

Cadre and Recruitment Rules and Scales of Pay

57.20. The Cadre and Recruitment Rules of the Department are stated to be under the consideration of Government. The Technical and Accounts Staff are drawn from the various other Departments and the ministerial staff are appointed as per provisions of the General Recruitment Rules, 1957 pending finalisation of the Departmental Recruitment Rules. Some ministerial officials from the Police Department are also working in this Department on deputation. When the Department becomes permanent, the officials who have been taken on deputation from other Departments and who have been found suitable for this Department may be absorbed after giving them the option of either absorption in this Department or repatriation to their parent departments. Provision may also be made in the Cadre and Recruitment Rules for taking on deputation a Draughtsman from the Public Works Department and such Police Officers as are required as Instructors, etc., from the Police Department.

Home Guards

Commandant-General, Home Guards and Ex-officio Director of Civil Defence : (1)
(Rs. 1,600—100—1,800)

57.21. At present, this post is held by a super-time scale Officer of the Indian Police Service cadre. The existing mode of recruitment may continue.

Senior Staff Officer-cum-Deputy Commandant-General, Home Guards and Civil Defence and Ex-officio Deputy Director of Civil Defence : (1)
(Rs. 740—40—1,100—50/2—1,250—50—1,300)

57.22. This post is proposed to be filled by taking on deputation an officer in the Senior scale of the Indian Police Service. The Rules of Recruitment may be framed accordingly.

Accounts Officer : (1) (Rs. 350—25—650—30—800)

57.23. This post is proposed to be filled by taking on deputation an officer of the rank of Assistant Accounts Officer in the State Accounts Department. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be the same as that for corresponding posts in the State Accounts Department.

Staff Officer-cum-Personal Assistant to the Commandant-General, Home Guards and Ex-officio Assistant Director of Civil Defence : (1) (Rs. 350—25—650—30—800)

57.24. This post is proposed to be filled by taking on deputation an officer of the rank of an Assistant Commissioner from the Mysore Administrative Service cadre. The mode of recruitment as proposed may be adopted. The scale of pay for the post as revised may be the same as that for officers in the Junior Scale (Class I) of the Mysore Administrative Service.

Central Training Institute

Chief Instructor : (1) (Rs. 225—10—285—15—375)

57.25. This post is proposed to be filled by direct recruitment or by taking on deputation an officer from the Police Department, not below the rank of a Police Inspector, who has at least successfully completed the Instructor's course of Training at the Central Emergency Relief Training Institute, Nagpur. For direct recruitment, the qualification prescribed is a pass in the P. U. C. or its equivalent examination and a I Class Certificate in Instructor's Course of Training from the Central Emergency Relief Training Institute, Nagpur or any other equivalent qualification. The rules of recruitment may be framed accordingly. The scale of pay for a direct recruit as revised may be Rs. 250—10—300—15—420—EB—20—500. In the case of an officer taken on deputation, his scale of pay shall be the same as in the parent Department.

Deputy Chief Instructor : (1) (Rs. 150—8—190—10—270)

Rescue Inspector : (1) do

57.26. These posts are proposed to be filled by direct recruitment or by taking on deputation an officer from the Police Department not below the rank of a Sub-Inspector with experience in Weapon Training, Rescue etc. For direct recruitment, the qualification prescribed is a pass in the S. S. L. C. or its equivalent examination and successful completion of the Instructor's course at the Central Emergency Relief Training Institute, Nagpur. The proposed modes of recruitment for these post are adequate and may be adopted. The scale of pay for direct recruits as revised may be Rs. 175—10—275—15—350—EB—20—450. In the case of Officers taken on deputation, their scale of pay shall be the same as in the Parent Department.

Fire Fighting Instructor : (1) (Rs. 150—8—190—10—270)

57.27. This post is proposed to be filled by taking on deputation an Officer not below the rank of a Sub-Officer from the Fire Force Department or by direct recruitment, for which the qualification is a pass in the P. U. C. Examination or its equivalent ; and a I Class Certificate in the Sub-Officer's Course from the National Fire Service College, Nagpur or any other equivalent qualification. The

proposed modes of recruitment are adequate and may be adopted. The scale of pay for a direct recruit as revised may be Rs. 175—10—275—15—350—EB—20—450. If the Officer is taken on deputation he will draw pay in the scale of pay applicable to him in the parent Department.

Weapon Training Instructors : (4) (Rs. 150—8—190—10—270)

57.28. The posts are proposed to be filled by direct recruitment or by taking on deputation an Officer from the Police Department not below the rank of a Sub-Inspector of Police, who has at least 2 years experience as Instructor in Drill, Weapon training, etc. For direct recruitment, the qualification required is a pass in the S.S.L.C. or its equivalent examination; the age is relaxable up to 45 years in the case of Ex-Army personnel and the appointment will be on contract basis. The proposed modes of recruitment are adequate and may be adopted. The scale of pay for direct recruits as revised may be Rs. 175—10—275—15—350—EB—20—450. If the officers are taken on deputation their scale of pay shall be the same as in the parent Department.

Demonstrators : (6) (Rs. 110—3—140)

57.29. These posts are proposed to be filled by direct recruitment or by taking on deputation an officer from the Police Department, not below the rank of Assistant Reserve Sub-Inspector, Non-Commissioned Officer, Ex-Army Instructors with experience in imparting instruction in Drill, Weapon Training, Rescue and Fire Fighting etc. The proposed mode of recruitment is adequate and may be adopted. The scale of pay for direct recruits as revised may be Rs. 130—5—170—6—200—EB—10—240. In the case of officers on deputation, their scale of pay shall be the same as in the parent Department.

Chief Armourer : (1) (Rs. 85—2—105)

57.30. This post is proposed to be filled by direct recruitment of a person with at least VIII Standard or its equivalent qualification, preference being given to Army trained personnel or from the Police Department, not below the rank of an Assistant Reserve Sub-Inspector. The modes of recruitment as proposed may be adopted. The Scale of pay for this post as revised may be Rs. 95—3—125—4—145—EB—5—200.

Assistant Armourer : (1) (Rs. 65—1—70—2—90)

57.31. This post is proposed to be filled by direct recruitment preference being given to Army trained personnel or from Police Department not below the rank of a Head Constable. The proposed mode of recruitment may be adopted. The scale of pay for this post as revised may be Rs. 80—2—90—3—120—4—140.

Sainiks : (25) (Rs. 65—1—70—2—90)

Carpenter : (1) (Rs. 65—1—70—2—90)

57.32. These posts are proposed to be filled by direct recruitment preference being given to Ex-Army personnel with trade qualifications to suit the requirements of Home Guards Training Centre. The minimum qualification is a pass in

VII Standard or its equivalent examination relaxable in the case of Ex-Police or Ex-Army personnel. The appointment of Ex-Army or Ex-Police personnel will be on contract. The proposed mode of recruitment may be adopted for filling up these posts. The scale of pay for these posts as revised may be Rs. 80—2—90—3—120—4—140.

Motor Transport Establishment

Fireman Driver : (1) (Rs. 85—2—105)

Drivers : (4) (Rs. 70—1—80—2—100)

57.33. These posts are proposed to be filled by direct recruitment. A current driving licence for a heavy vehicle and a recognised First Aid Training Certificate are necessary for appointment. The appointment of Ex-Police and Ex-Army personnel is on contract basis. The proposed mode of recruitment may be adopted for filling these posts. The scale of pay for these posts as revised may be :

Firemen Drivers : Rs. 95—3—125—4—145—EB—5—200

Drivers : Rs. 85—2—95—3—125—EB—4—145.

Cleaners : (2) (Rs. 55—1—65)

57.34. These posts are filled by direct recruitment as per the General Recruitment Rules. The mode of recruitment is adequate and may continue. The scale of pay for these posts may be the same as in other Departments for the same post.

Motor Cycle Despatch Rider : (1) (Rs. 65—1—70—2—90)

57.35. This post may be filled by direct recruitment as per the provision of the General Recruitment Rules, the qualification prescribed being in possession of a current driving licence. The appointment of Ex-Police/Ex-Army personnel is on contract. This mode of recruitment is adequate and may be adopted. The scale of pay for this post as revised may be Rs. 80—2—90—3—120—4—140.

Training Establishment in Districts

Instructors : (20) (Rs. 150—8—190—10—270)

57.36. The posts are proposed to be filled by direct recruitment or by taking on deputation an officer from the Police Department, not below the rank of a Sub-Inspector, with minimum experience of 2 years as Instructor in Drill, Weapon Training etc. Persons possessing 'C' Certificate and above and Ex-Army Officers (Junior Commissioned Officers) are also eligible for the appointment. For direct recruitment, a pass in the S.S.L.C. or its equivalent examination is necessary. The appointment of Ex-Police officers and Ex-Army personnel shall be on contract. The proposed mode of recruitment is adequate and may be adopted. The scale of pay for the direct recruits as revised may be Rs. 175—10—275—15—350—EB—20—450. In the case of officers on deputation, the scale of pay shall be the same as in the parent Department.

Assistant Inspectors : (40) (Rs. 85—2—105)

57.37. These posts are proposed to be filled by direct recruitment or by taking on deputation from the Police Department an officer not below the rank of Assistant Reserve Sub-Inspectors, Non-Commissioned Officers, Ex-Army Instructors and N. C. C. trained Instructors with experience in imparting instructions in Drill, Weapon Training, Rescue and Fire Fighting etc., are also eligible for appointment. The qualification prescribed for direct recruitment is a pass in S. S. L. C. or its equivalent examination. The proposed mode of recruitment is adequate and may be adopted. The scale of pay for direct recruits as revised may be Rs. 95—3—125—4—145—EB—5—200. In the case of officers on deputation, the scale of pay shall be the same as in the parent Department.

Personal orderlies to the Commandant-General

Police Head Constable : (1) (Rs. 85—2—105)

Police Constables : (2) (Rs. 65—1—70—2—90)

57.38. These posts are filled by taking officials on deputation from the Police Department. The present mode of recruitment may continue in regard to these posts. The scales of pay applicable to these posts may be similar to the corresponding posts in the Police Department.

Civil Defence

Draughtsman : (1) (Rs. 150—8—190—10—320)

57.39. This post is being filled by taking an official of corresponding rank on deputation from the Public Works Department. The Rules of recruitment may be framed accordingly. The scale of pay for this post may be the same as applicable to the Draughtsmen in the Public Works Department.

Manager	(1) (Rs. 225—10—285—15—375)
Superintendents	(3) (Rs. 150—8—190—10—270)
I Division Clerks	(38) (Rs. 110—5—150—6—180—10—220)
Stenographers	(1) (Rs. 110—5—150—6—180—10—220)
Junior Stenographers	(2) (Rs. 80—3—110—4—130—5—150)
II Division Clerks	(6) (Rs. 80—3—110—4—130—5—150)
II Division Clerks-cum-Typists (English)	(26) (Rs. 80—3—110—4—130—5—150)
Typists	(5) (Rs. 80—3—110—4—130—5—150)
Accounts-cum-Establishment Clerk	(1) (Rs. 120—5—150—8—190—10—240)
Dalayats	(39) (Rs. 50—1—60)
Watchmen	(16) (Rs. 50—1—60)
Peons	(4) (Rs. 50—1—60)

57.40. These posts are common to most of the Departments. The modes of recruitment to these posts may be similar to those applicable to the corresponding posts in other Departments. The scales of pay for these posts may also be similar to those made applicable to the corresponding posts in other Departments.

Special Pay

57.41. A representation has been made to the Commission that as the Commandant-General, Home Guards has been appointed concurrently as Director, Fire Services, he has to tour all the Districts for supervising the work of the Fire Stations to ensure that they are maintained at a high level of efficiency and that he might be given additional conveyance allowance and a special pay of Rs. 350 per mensem for attending to this work. The present Commandant-General, Home Guards, is a member of the Indian Police Service and his pay and allowance are governed by the provision of the Indian Police Service (Pay Rules) 1954. Under Schedule III of the said Rules, there is no provision for the grant of any special pay to posts carrying pay above the time scale of pay in this State. It is understood that the State Government have decided as a matter of policy that no special pay need be attached to any post carrying the super-time scale of pay in the Indian Administrative Service/Indian Police Service cadres of the State. The Chief Secretary pointed out that Government do not consider that the work of this Officer is so arduous as to justify the grant of special pay. This officer is in overall charge of three distinct units, viz.,

- (i) The Home Guards,
- (ii) Civil Defence,
- (iii) Fire Services,

and the Commission was informed that the present incumbent of the post had taken keen interest in organising the work in its formative stage. It was brought



10. Motor Cycle Despatch Rider	....	Rs. 7 per mensem
11. II Division Clerks in the District Units in the Bombay area.		Rs. 5 per mensem
12. II Division Clerk-cum-Typist	....	Rs. 5 per mensem

Civil Defence Establishment

1. Stenographer Junior	....	Rs. 20 per mensem
2. Motor Cycle Despatch Rider	....	Rs. 7 per mensem
3. Driver	....	Rs. 9 per mensem
4. Cleaner	....	Rs. 7 per mensem
5. Ambulance Vehicle Driver	....	Rs. 9 per mensem

Delegation of Powers

57.43. The question of delegation of Financial powers to the Officers of the Department is understood to be under the consideration of Government. The Commission suggests that necessary Rules may be formulated early and issued for the prompt disposal of work by officers at various levels. No specific suggestions are made in this regard as no proposals were made to the Commission.



CHAPTER 57
Department of Home Guards and Civil Defence

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
<i>Home Guards</i>					
1	Commandant General, Home Guards and <i>Ex-officio</i> Director of Civil Defence.	1	Rs. 1,600—100—1,800 Supertime scale of I.P.S. Officers + C. A. Rs. 125 p.m.	... I.P.S. Scale	
2	Senior Staff Officer-cum-Deputy Commandant General, Home Guards and <i>Ex-officio</i> Deputy Director of Civil Defence.	1	740—40—1,100—50/2—1,250—50—1,300 ... (Senior time scale of I.P.S. Officers) + C.A. Rs. 75 p.m.	... I.P.S. Scale	
3	Accounts Officer (drawn from State Accounts Department).	1	350—25—650—30—800	... 400—30—700—EB—40—900	
4	Staff Officer-cum-P. A. to Commandant General, Home Guards and <i>Ex-officio</i> Assistant Director of Civil Defence (drawn from M.A.S. Class I Junior Scale)	1	350—25—650—30—800	... 400—30—700—EB—40—900	
5	Chief Instructor	1	225—10—285—15—375	... 250—10—300—15—420—EB—20—500	In the case of Officers taken on deputation the scale of pay shall be the same as in the parent Department.
6	Deputy Chief Instructor	1	150—8—190—10—270	... 175—10—275—15—350—EB—20—450.	„
7	Rescue Instructor	1	150—8—190—10—270	... 175—10—275—15—350—EB—20—450.	„
8	Fire Fighting Instructor	1	150—8—190—10—270	... 175—10—275—15—350—EB—20—450.	„

Department of Home Guards and Civil Defence—(contd).

Sl. No.	Designation	Number of Posts	Existing scale of pay and Special Pay	Recommended Scale of pay and Special Pay.	Remarks.
1	2	3	4	5	6
9	Weapon Training Instructor	...	150—8—190—10—270	Rs. 175—10—275—15—350—EB—20—450	In the case of officers taken on deputation the scale of pay shall be the same as in the parent Department.
10	Demonstrator	6	110—3—140	130—5—170—6—200—EB—10—240	Do
11	Chief Armourer	1	85—2—105	95—3—125—4—145—EB—5—200	
12	Assistant Armourer	1	65—1—70—2—90	80—2—90—3—120—4—140	
13	Sainiks	25	65—1—70—2—90	80—2—90—3—120—4—140	
14	Carpenter	1	65—1—70—2—90	80—2—90—3—120—4—140	
15	Fireman Driver	1	85—2—105	95—3—125—4—145—EB—5—200	
16	Driver	4	70—1—80—2—100	85—2—95—3—125—EB—4—145	
17	Motorcycle Despatch Rider	1	65—1—70—2—90	80—2—90—3—120—4—140	
18	Instructor	20	150—8—190—10—270	175—10—275—15—350—EB—20—450	In the case of officers on deputation, the scale of pay shall be the same as in the parent Department.
19	Assistant Instructor	40	85—2—105	95—3—125—4—145—EB—5—200	Do
20	Manager	1	225—10—285—15—375	250—10—300—15—420—EB—20—500	
21	Superintendent	3	150—8—190—10—270	175—10—275—15—350—EB—20—450	
22	I Division Clerk	38	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
23	II Division Clerk	6	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
24	II Division Clerk-cum-Typist	26	80—3—110—4—130—5—150 + Spl. pay Rs. 5 each.	95—3—125—4—145—EB—5—200	

Department of Home Guards and Civil Defence—(concl'd.)

No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended Scale of Pay and special Pay.	Remarks
			Rs.	Rs.	
25	Typist	5	80-3-110-4-130-5-150 + Spl. pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. pay Rs. 10 p.m.	
26	Senior Stenographer	1	110-5-150-6-180-10-220 + Spl. pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260 15-290 + Spl. pay Rs. 30 p.m.	
27	Junior Stenographer	2	80-3-110-4-130-5-150 + Spl. pay Rs. 20 p.m.	95-3-125-4-145-EB-5-200 + Spl. pay Rs. 20 p.m.	
28	Personal Orderlies to Commandant General	1	85-2-105 + Spl. pay Rs. 5	95-3-125-4-145-EB-5-200	
	(i) Police Head Constable	1	65-1-70-2-90	80-2-90-3-120-4-140	
	(ii) Police Constable	2	50-1-60	60-1-80-2-90	
29	Personal Orderlies (Dalayats) to Deputy Commandant General	2	50-1-60	60-1-80-2-90	
30	Dalayats	37	50-1-60	60-1-80-2-90	
31	Peon	4	50-1-60	60-1-80-2-90	
32	Watchman	16	50-1-65	60-1-80-2-90	
33	Cleaner	2	55-1-65	60-1-80-2-90	
	Civil Defence				
34	Accounts-Cum-Establishment Clerk	1	120-5-150-8-190-10-240	140-5-150-8-190-EB-260-15-290	
35	Draughtsman	1	150-8-190-10-320	175-10-275-15-350-EB-20-450	
36	Vehicle Driver	1	85-2-105 + Spl. pay Rs. 9	85-2-95-3-125-EB-4-145	
37	Ambulance Vehicle Driver	1	70-1-80-2-100	85-2-95-3-125-EB-4-145	
38	Motorcycle Despatch Rider	2	65-1-70-2-90 + Spl. pay Rs. 7 p.m.	80-2-90-3-120-4-140	
39	Cleaner	1	55-1-65 + Spl. pay Rs. 7 p.m.	60-1-80-2-90	

CHAPTER 58

Department of Information and Tourism

58.1. This Department is classified as a Minor Department. The main functions of this Department are to keep the public informed of the policies and activities of Government and to bring to the notice of Government the public comments and criticisms affecting the policies and actions of Government. The other functions are (i) to canalise the advertisements of different departments, (ii) to bring to the notice of the different departments the day's news and views published in the Press ; (iii) to arrange Press Conferences for Ministers, meetings of the Press and Publicity Advisory Committee, visits of important Delegations, Missions etc., as also to provide necessary facilities to the tourists.

58.2. The Department has 4 Divisional Offices at the Headquarters of the 4 Revenue Divisions of the State, 4 Offices of Assistant Radio Engineers, 19 District Publicity Offices, 19 District Information Centres and 31 Offices of Radio Supervisors and 8 Tourist Bureaus. In addition, the Department handles commercial publicity of other Departments of Government.

Information Centres

58.3. The Department has Information Centres in New Delhi and Goa. It appears that although there is a proposal to open Information Centres at Bombay and Calcutta they have not yet been opened as suitable accommodation could not be secured.

58.4. There is justification for having an Information Centre in New Delhi, as it is the Capital City of the Country and the problems and achievements of the State should be highlighted so that both the Central Government and the Members of Parliament who have a large part to play in influencing the decisions in the Houses and in assisting the State in its advancement could be posted with the latest developments and up-to-date information. Moreover, such an office in New Delhi would be very useful in developing tourism as most of the foreign tourists go to New Delhi and our publicity organisation could contact them and arrange for their visits to places of tourist interest in the State. It will, however, not be worthwhile having similar Offices in Bombay or Calcutta or for that matter in any other place outside the State. It should not be difficult for the Department to perform its functions with the co-operation of the corresponding Departments of the concerned States on the basis of mutual co-operation. The Commission, is therefore, of the view that opening of Information Centres at places outside the State would involve additional expenditure without any commensurate advantage and recommends that the Centre at Goa may be closed and Centres at other places need not be opened.

Publications

58.5. The Department is at present, bringing out 3 Publications, viz., 'March of Mysore' a Monthly Magazine in English, 'Janapada', a Weekly in

Kannada meant for people in the rural areas and 'Panchayati Rajya' a Monthly Magazine in Kannada. On going through some issues of these Publications, the Commission felt that these Publications were only publicising the Departmental activities and not touching upon the Social, Economic and other day-to-day problems concerning the community at large. It is necessary that these Publications should also deal with matters of public interest and their standard should be toned up so as to evoke interest amongst the general public. It would be sufficient if there are only two publications one in English and one in Kannada, instead of three as at present. If steps are taken to make them more broadbased and useful than at present, they would serve a definite purpose in the scheme of general awakening towards public needs and Governmental measures to meet them.

Issue of Hand Outs

58.6. Whenever firings, disturbances and other incidents occur, the Press may be suitably briefed fully by supply of correct information about the incidents so that the Press can inform the public in their own fashion. The Commission understands that while this procedure is being followed generally, there are occasions on which Press hand outs are being issued. At times these hand outs do not reflect the situation in a language intelligible to the public, and the Commission, therefore, feels that the system of issuing hand outs may be stopped altogether.

Publicity

58.7. It was represented that every Ministry in the Government of India had its information Officer who collected material of publicity value from the concerned administrative officers and put across such material to the Press in appropriate language and that a similar system might be introduced in the State. As it is, some Departments like Forest, Agriculture, Horticulture, Health and Family Planning Services etc., have their independent Publicity Organisations. It has been urged that instead of proliferating publicity wings in other Departments, the dissemination work should be entrusted to this Department so that publicity might be effective and useful. It has also been suggested that this arrangement would lead to regulated publicity, economy and efficiency. The Commission ascertained the views of Heads of such of the Departments as handle their own publicity work. They represented that the existing arrangement under which they had been organising their own publicity work was working well, and that there would be avoidable delay in case the work were to be centralised in the Department of Information and Tourism. They added that publicity work relating to the Departments would require specialised knowledge of the problems peculiar to their respective Departments which might not be available in the Publicity Department. The Commission is satisfied that there is considerable substance in the representations made by the Heads of these Departments and suggests that it would be adequate if the publicity work of such of the Departments of Government as have no satisfactory machinery of their own is channelised through the Department of Information and Tourism and if the existing arrangement is continued in respect of those Departments, which have

adequate facilities for handling this work themselves. For this purpose a few important Departments of the former category could be attached to one officer of the Department of Information and Tourism and the extent to which the work would improve may be watched.

Public Relations

58.8. It has been represented that since the Department had to come into contact with " V.I.Ps. ", leading journalists and well-known persons in the field of art and literature, it had to answer enquiries from citizens about the various beneficial measures undertaken by Government which required in turn, consultation with other Departments ; and that in order to give the best service, it should have a Public Relations Unit. The Department was not able to give a clear indication of the Quantum of work involved in this regard. Moreover, on the information made available to the Commission, it appears that this work is being attended to fairly and satisfactorily not by any one section but by several of them in addition to other duties entrusted to them. The Commission is satisfied that the Assistant Directors and other officers dealing with publicity and information could as well attend to public relations work also.

Documentary Films

58.9. The Department is producing documentary films. It was represented that 5 documentaries were produced last year, that the documentaries produced were not adequate; that the Department had been depending on outside documentary films for its publicity work ; and that there should be a regular films section, manned by a Films Officer, trained in the production of documentary films with one Assistant Producer and one Commentary Writer, for production of documentary films, and that they should be given attractive scales of pay. It is true that Documentaries are one of the effective means of publicity in rural areas. They generally depict matters connected with social welfare, food, family planning and progress achieved under the five year plans, etc. The success of this medium of publicity depends, upon the type of documentaries produced. There is a Films Officer already working in the Department designated as the Deputy Director of Field Publicity. Besides, there are Cameramen, Assistant Cameramen, Photographers, Operators etc., in the Department. It cannot, therefore, be said that the Department has not got sufficient staff for attending to this work. The Commission, therefore, feels that their services should be properly utilised and if necessary suitable training given, wherever necessary, in the jobs they are expected to do. In the circumstances, the Commission does not consider that there is any necessity to strengthen this Section. In case, the documentaries produced by the Department increase in number and improve in quality, Government may consider the request for strengthening the staff after actually evaluating the work done by the various officers.

58.10. Under the Cinematograph Act, it is necessary that every Cinema Theatre must exhibit the documentaries produced by the Films Division, Government of India. It has been represented that the State Government should also get a share of the revenue derived by the Government of India by the

exhibition of documentaries in our State. The Commission does not consider that such a demand would be reasonable.

Community Receiving Sets

58.11. The Department has 3,800 Community Receiving Sets now. It was represented that the Department proposed to instal 1,000 additional Radio Sets every year and that there was one Radio Supervisor for every 80 Community Receiving Sets. It was added that 50% of the cost on the Sets supplied to the villages was borne by the Government of India and the other 50% was contributed by the Village Panchayats concerned, that the concerned authority to which the Set was given should pay Rs. 80 per year and that such contributions were very much in arrears; the Public Accounts Committee had taken exception to large sums of money having been allowed to fall into arrears and had suggested the enactment of a Legislation providing for recovery of the contribution from out of the grants given to the Village Panchayats under the Mysore Village Panchayat and Local Boards Act by Government. The Commission considers that even pending such Legislation arrears may not be allowed to accumulate and every effort may be made to realise the arrears, either by recovery or adjustment by consent, towards the amounts payable by way of grant.

58.12. It was brought to the notice of the Commission that while such sets were normally kept in the Village Panchayat Halls, they were sometimes kept in the residences of the Chairmen of the Village Panchayats for safety. This is not correct as the Village Community will not, in that event, be able to make use of the sets. The Commission, therefore, suggests that the sets may be kept in the Village Panchayat Halls wherever there are such Halls or in the Schools or other Public Buildings where there are no Village Panchayat Halls after ensuring the safety of the sets.

Exhibitions

58.13 It has been stated that the Department participated in Exhibitions organised in the State and outside and that there was a separate Section for this purpose in the Department. It has been suggested that a regular Department of Exhibitions was necessary to project the total image of the State covering its various activities.

58.14. At present some of the Departments, viz., the Public Works Department, the Commerce and Industries Department, and the Agricultural and Horticultural Departments are having their own Exhibition Units and they participate on their own in various Exhibitions organised within and outside the State. This arrangement is said to be functioning well. The Commission, therefore, does not consider it necessary to have a separate Department of Exhibitions for high-lighting the activities of the various Departments and suggests that the system obtaining now may be continued.

Research and Evaluation Section

58.15. It has been represented that though the Department had undertaken several programmes in a number of districts, it had not been able to evaluate

the work done as it had no agency for evaluation and that a separate Research and Evaluation Section should, therefore, be formed. The Commission considers that unless a specialised outside Agency is available for undertaking this work, it is not necessary to have such a Unit and that it would be adequate if the officers of the Department at supervisory levels undertake this work in the normal course of their work.

Tourist Bureaus

58.16. There are Tourist Bureaus at Bangalore, Mysore, Mercara, Hospet, Bijapur and Hassan. It was stated that recently a Tourist Bureau had been opened at Basava Kalyan. In addition, every District office is deemed to be a Tourist Bureau. Some of the Departments of the State Government have Rest Houses of their own in the various Tourist Centres of the State. Tourist publicity should be well organised and Trained Tourist Guides should be appointed at places of Tourist interest so that distinguished visitors and other tourists could get necessary conveniences and facilities when they visit such places. The Commission recommends that the Rest Houses in and near all the places of tourist interest in the State may be brought under the control of the Department of Information and Tourism and that whenever the Public Works Department takes up the construction of Rest Houses, it may do so in consultation with this Department.

58.17. It has been represented that the Department of Information and Tourism should be treated as a Major Department not only because it is the voice of the Government but also it has to establish a two-way traffic of collecting and disseminating, in an effective manner, information regarding the developmental activities of the State, communicating at the same time to Government what the Press and the people think and say about it. The Department has also suggested its overall re-organisation by increasing the status of the officers at various levels and by creation of fresh Units. It is, no doubt, true that Government in a democratic set up should be able to know the popular will and should be able to explain to the public their policies and activities, either undertaken or proposed to be undertaken. In the view of the Commission the Department as now constituted may be able to attend to both these duties adequately. The Commission does not, therefore, consider it necessary to create more posts or to upgrade the existing posts in the department but considers on the other hand that it would be adequate for the present if the work already entrusted to the Department is handled efficiently by the existing staff; the question of reorganising and expanding the Department could be considered, in due course, if more and more functions are entrusted to it or if any of the activities undertaken by the Department are intensified.

58.18. It was also represented that the work in the Department involved both technical and artistic skill and that persons with not only journalistic experience but with creative and artistic skill should be appointed and that the Cadre and Recruitment Rules should be modified to the extend indicated below :—

- (i) the maximum age limit for entry into service might be raised to 40 years and in some cases to 45 years in filling up certain posts ;

- (ii) provision might be made to recruit people above 40 years of age on contract in cases in which professional experience was required; undue stress should not be laid on purely academic qualifications but due weight might be given to experience and aptitude;
- (iii) the minimum qualification should be a Degree with provision to relax it in the case of specially qualified and trained candidates.
- (iv) the proportion of direct recruitment to promotees for all Gazetted posts should be 66⅔% to 33⅓%.

58.19. The Cadre and Recruitment Rules of the Department were framed in 1958 and subsequently a number of posts have been created in the Department. In respect of the amendments suggested above, the Administrative Department had stated that amendments to the Cadre and Recruitment Rules to meet the requirements of the Department were under consideration and, therefore, the suggestions now made by the Director did not call for any separate action. The Commission suggests that the existing Cadre and Recruitment Rules may be amended as early as possible to cover all the posts in the Department and that while doing so the suggestions made by the Department in this regard, may be taken into consideration. The amendments may also provide for recruitment of suitable persons with requisite qualifications at the various levels and at the same time provide for fair promotional opportunities to the persons who have joined the Department at the lower levels. The Department must have a few officers with adequate experience in journalism. They may be appointed on contract for specified periods and their pay may be regulated with reference to their experience, qualifications and background.

Cadre and Recruitment Rules and Scales of Pay

Director of Information and Tourism.—(1) (Rs. 900—40—1,100—50—1,300)

58.20. This post is filled either by direct recruitment through the Public Service Commission or by appointment by selection from among the incumbents of other Gazetted posts in the Department. For direct recruitment, the qualifications prescribed are graduation or diploma in Journalism preferably in First Class and Journalistic experience of not less than 7 years; administrative experience and sound background of Indian Culture, History and Current Affairs; knowledge of Indian languages preferably Kannada. The scope for the appointment of a Departmental Officer by selection may be restricted to the cadre of Deputy Directors. The existing modes of recruitment may be retained with this modification. The present incumbent of the post has been taken on deputation from the Government of India and he will be governed by the terms and conditions of such deputation; but the post itself should carry a specific scale of pay so that it may be applicable to an officer who is appointed by one of the alternative modes of recruitment provided for in the Rules of Recruitment. The Rules of Recruitment may be amended so as to permit the post being filled, in addition to other modes of recruitment, by taking on deputation a suitable officer from the Government of India. The scale of pay for this post as revised may be Rs. 1100—50—1300—60—1600.

Deputy Directors of Information and Tourism.—(2) (Rs. 600—40—1,000)

58.21. The posts are filled by promotion from the cadre of Assistant Directors on the basis of seniority-cum-merit. Since the post of a Senior Assistant Director has been created, the Rules of Recruitment governing the posts of Deputy Directors may provide for their being filled by promotion of the Senior Assistant Director if he is fit and competent or otherwise by promotion of Assistant Directors on the basis of seniority-cum-merit. The scale of pay for these posts as revised may be Rs. 700—40—900—50—1,200.

Senior Assistant Director of Information and Tourism.—(1) (Rs. 350—25—650—30—800)

58.22. The post is being filled by promotion from among the Assistant Directors on the basis of seniority-cum-merit. The present procedure may continue. The scale of pay for this post as revised may be Rs. 400—30—700—EB—40—900.

Assistant Directors of Information and Tourism.—(8) (Rs. 250—20—350—25—500)

58.23. Fifty per cent of the posts are filled by direct recruitment, the qualification being graduation and experience of at least 3 years in Journalism in the language for which the post is to be filled.

58.24. The other 50% of the posts are filled by promotion as under .

- (a) one post by promotion from the cadre of Superintendent and Chief Reporter who should have had at least 5 years of experience in the specific cadre of Superintendent or Chief Reporter on the basis of seniority-cum-efficiency ;
- (b) the remaining posts from the cadre of District Publicity Officers and Publicity Assistants on the basis of seniority-cum-efficiency with experience of at least 5 years in the cadre.

58.25. The existing methods of recruitment to the posts are adequate and may continue. The scale of pay for these posts as revised may be Rs. 275—20—375—EB—25—525.

<i>Song and Drama Officer</i>	....	(1) (Rs. 350—25—650—30—800)
<i>Editor ' Panchayati Raj '</i>	...	(1) (Rs. 350—25—650—30—800)
<i>Editor, ' Janapada '</i>	....	(1) (Rs. 350—25—650—30—800)

58.26. The post of Song and Drama Officer in the Department has been created recently. According to the proposed Cadre and Recruitment Rules this post is to be filled by one of the Assistant Directors by promotion. The scale of pay for this post may be revised as Rs. 400—30—700—EB—40—900.

58.27. The posts of Editor, 'Panchayati Rajya' and Editor, 'Janapada', are now being filled by promotion of Assistant Directors. This mode of recruitment may continue but it may be ensured that the promotees have the necessary

journalistic qualifications. The scale of pay for these posts may be revised as Rs. 400—30—700—EB—40—900.

Radio Engineer : (1) (Rs. 600—40—1000)

58.28. This post may be filled either by promotion from the cadre of the Assistant Radio Engineers, or by direct recruitment of a candidate possessing a Degree in the subject. The present mode of recruitment may continue. The scale of pay for the post as revised may be Rs. 700—40—900—50—1,200.

Assistant Radio Engineers : (3) (Rs. 275—20—375—25—600)

58.29. These posts are filled by promotion of Technical Assistants who are graduates in the prescribed subjects on the basis of seniority-cum-efficiency or by direct recruitment. For direct recruitment a Degree in Physics or Electrical Engineering of a recognised University or a Diploma of the Indian Institute of Science in Tele-communication with 6 months of practical training is necessary. These modes of recruitment are adequate and may continue. The scale of pay for these posts may be revised as Rs. 300—25—550—EB—30—700.

Public Relations Officer, Mysore Information Centre New Delhi : (1) (Rs. 700—40—1,100—50/2—1,250)

58.30. This post has not been encadred yet and is stated to be filled on contract by direct recruitment of a person with requisite qualification in Journalism. This post may be filled in future either on contract as has now been done or by transfer of an officer in the cadre of Deputy Directors. The Rules of Recruitment may be framed accordingly. The scale of pay for this post as revised may be Rs. 700—40—900—50—1,200.

Information Officer, Mysore Information Centre, New Delhi : (1) (Rs. 350—25—650—30—800).

Hindi Officer, Mysore Information Centre, New Delhi : (1) (Rs. 400 fixed).

Assistant Information Officer, Mysore Information Centre, New Delhi : (1) (Rs. 250—20—350—25—500).

Senior Assistant, Mysore Information Centre, New Delhi : (1) (Rs. 200—10—280—15—400).

58.31. These posts are not included in the cadre strength of the Department. They are now filled by the officials of the Department pending framing of the Rules of Recruitment. The fixed pay of Hindi Officer may continue as at present. The scale of pay for the other posts may be revised as.—

Information Officer Rs. 400—30—700—EB—40—900.

Assistant Information Officer Rs. 275—20—375—EB—25—525.

Senior Assistant Rs. 225—10—305—15—350—EB—20—450.

<i>Chief Organiser, Radio Rural Forum :</i>	(1) (Rs. 250—20—350—25—500).
<i>Tourist Development Officer :</i>	(1) (Rs. 250—20—350—25—500).
<i>Tourist Information Officer, Goa :</i>	(1) (Rs. 250—20—350—25—500).
<i>Assistant Producer</i> } <i>Song and</i>	(1) (Rs. 250—20—350—25—500)
<i>Script writer.</i> } <i>Drama Section</i>	(1) (Rs. 250—20—350—25—500)

58.32. These posts have not been included in the Cadre and Recruitment Rules of the Department yet. They are filled at present by the Departmental Officers who have the necessary aptitude pending finalisation of the Cadre and Recruitment Rules. The post of the Tourist Information Officer, Goa, may be abolished. The other posts may be included in the cadre of Assistant Directors and filled by posting officers of this cadre who have the necessary aptitude and training or by direct recruitment of suitably qualified persons against the direct recruitment quota in the cadre of Assistant Directors. The Cadre and Recruitment Rules may be amended accordingly. The scales of pay for these posts may be revised as Rs. 275—20—375—EB—25—525.

Artists : (4) (Rs. 200—10—280—15—400)

58.33. The posts are filled by direct recruitment of persons holding a Diploma in Drawing (Fine Arts) of a recognised Institution and having experience in preparation of Commercial Advertisements, Drawing and Poster Designs. The present mode of recruitment may continue. The scale of pay for these posts as revised may be Rs. 225—10—305—15—350—EB—20—450.

Chief Reporter : (1) (Rs. 250—15—310—20—470)

58.34. This post is filled by promotion of First Grade Stenographers on the basis of seniority-cum-efficiency. As this provides some promotional opportunities for the Stenographers of the Department no change in the mode of recruitment is called for. The scale of pay for this post as revised may be Rs. 275—20—375—EB—25—525.

Librarian-cum-Enquiry Officer : (1) (Rs. 250—15—310—20—470)

58.35. This post has been filled by an official of the Department who possesses good experience in the work. This post may be included in the cadre of Assistant Directors and filled by posting an officer in that cadre who has the necessary experience, background and aptitude for the work ; if no such officers are available in this cadre the post may be filled by direct recruitment (against the direct recruitment quota of the cadre of Assistant Directors) of a suitably qualified candidate. The Cadre and Recruitment Rules may be amended on this basis. The scale of pay for the post as revised may be the same as that for the Assistant Directors.

District Publicity Officers : (21) (Rs. 140—5—150—8—190—10—320).

Publicity Assistants : (24) (Rs. 140—5—150—8—190—10—320).

58.36. These posts are filled by direct recruitment, the minimum qualification being a B.A., or B.Sc. degree, preference being given to an incumbent holding a degree in Journalism of a recognised University and having at least two years of experience in publicity work in a newspaper or a mercantile office.

58.37. It was represented that at the District level the District Publicity Officers did not have adequate status as compared to the District Officers of other Departments and that their status which was now Class III should be raised to the Gazetted Cadre. It was also represented that Press Correspondents got higher pay than the District Publicity Officers and that the scale of pay for these officers should be increased so as to be on par with that for Class I Officers. There is at present one Publicity Officer for every district. One Publicity Officer in Class II cadre (*i.e.*, equivalent to Assistant Directors) designated as Assistant Director may be appointed at the rate of one for every two or three districts. These officers may be in immediate charge of the work in the districts to which they are posted and in overall charge of one or two neighbouring districts in which the work is not as important or heavy as in the district to which they are posted and in the districts where there are no such Class II Officers, the present set-up may continue and the posts redesignated as Assistant Publicity Officers. Thus, there may be 6 to 7 Assistant Directors for the whole State in Class II cadre and the rest of the districts may have Assistant Publicity Officers in Class III. The posts of Assistant Directors in charge of 2 or 3 districts may be included in the cadre of Assistant Directors. The mode of recruitment to and the scales of pay for these posts may be the same as for other posts in the cadre of Assistant Directors. The present method of recruitment to the cadre of Assistant Publicity Officers is adequate and may continue. The scale of pay for the Assistant Publicity Officers (in Class III) may be revised as Rs. 175—10—275—15—350—EB—20—450.

Translators-cum-Proof Readers : (2) (Rs. 150—8—190—10—270).

58.38. These posts are now held by officials who have good knowledge of the work. These posts may, in future, be filled by promotion of First Division Clerks by selection on the basis of their aptitude for this work. The Cadre and Recruitment Rules may be amended accordingly. The scale of pay for these posts as revised may be Rs. 175—10—275—15—350—EB—20—450.

Receptionists-cum-Sub Editors : (29) (Rs. 110—5—150—6—180—10—220).

58.39. These posts are filled by direct recruitment, the qualification being graduation and experience in Journalism. This mode of recruitment may continue. The scale of pay for these posts as revised may be Rs. 140—5—150—8—190—EB—10—260—15—290.

Artists, Art Assistants, Artist-cum-Photographers : (6) (Rs. 140—5—150—8—190—10—320).

58.40. The posts are filled by direct recruitment, the qualification being a Diploma in Drawing (Fine Arts) of a recognised Institution and experience in the preparation of Commercial advertisements, drawings and poster designs. The method of recruitment is adequate and may continue. The scale of pay for these posts as revised may be Rs. 175—10—275—15—350—EB—20—450.

Cameramen : (2) (Rs. 140—5—150—8—190—10—320)

Assistant Cameraman : (1) (Rs. 100—5—150—6—180—10—200)

58.41. The post of cameraman is filled by promotion of Assistant Cameraman holding the prescribed qualification of a Diploma of the Technical Education Board

in Cinematography and practical experience in outdoor and commercial photography. The post of Assistant Cameraman is filled by direct recruitment of a person having a Diploma of the Technical Education Board in Cinematography.

58.42. It was represented by the Department that as per the revision of scales of pay in 1961, the posts of Cameramen were in the scale of Rs. 140—320 and of Assistant Cameraman in the scale of Rs. 100—200 and that Government had subsequently directed in their Order No. FD 206 SRP (I) 61, dated 28th November 1961 that the Diploma holders in Cinematography were also eligible for the scale of pay of Rs. 150—320 ; consequently, all the posts of Cameramen and Assistant Cameraman were in the same scale, as Diploma in Cinematography, is insisted on both for promotion to the post of Cameraman and for recruitment to the post of Assistant Cameraman ; therefore, the Assistant Cameraman when promoted as Cameraman was entitled to the same scale of pay. In view of this, there is no incentive for the Cameramen or Assistant Cameraman as they are all in the same grade and the present position does not provide avenues of promotion. It was, therefore, represented that the senior Cameraman might be given the scale of pay of Rs. 250—20—350—30—470 and that the post might be redesignated as Chief Photographer with retrospective effect, i.e., 1961 and the other two posts might be redesignated as Photographers.

58.43. It is seen from the facts indicated by the Department that an anomalous situation has arisen consequent on equating the scales of pay of all Diploma holders in Cinematography irrespective of the positions held by them. Besides, it may not be appropriate to have two posts of Cameramen to be filled from the cadre of Assistant Cameramen when there is only one post in the latter cadre. In these circumstances, the Commission is of the view that there may be one Senior Cameraman designated as Chief Photographer and that this post may be filled by promotion of an Assistant Cameraman designated as Photographer. There will thus be two posts of Assistant Cameramen and one post of Cameraman with the new designations mentioned above. For filling up these posts, the existing modes of recruitment may be adopted. The scales of pay for these posts may be revised as—

(i) Cameraman (Senior Photographer).	Rs. 200—10—300—15—370— EB—20—450.
(ii) Assistant Cameramen (Photographers)	Rs. 170—10—275—15—350— EB—20—450.

Assistant Tourist Information Officer : (1) (Rs. 140—5—150—8—190—10—320).

Tourist Assistants : (2) (Rs. 140—5—150—8—190—10—320).

58.44. These posts are being filled by posting officers in the cadre of the District Publicity Officers. These posts may be included in the cadre of Assistant Publicity Officers and the mode of recruitment to these posts may be the same as for the other posts in the cadre. The Cadre and Recruitment Rules may be amended accordingly. The scale of pay for these posts as revised may be the same as for the other posts in the cadre of Assistant Publicity Officers.

Projectionists: (3) (Rs. 110—5—150—6—180—10—220)

58.45. The posts are now held by persons who have studied upto the S.S.L.C. standard and have secured a Diploma in Cinematography.

58.46. The Commission considers that 50% of the posts may be filled by promotion from the cadre of operators on the basis of seniority-*cum*-merit and 50% by direct recruitment of persons who have passed the S. S. L. C. Examination, have obtained a certificate in Cinema operation of a recognised Institution and have previous experience as Projector Operator for at least 2 years. The scale of pay for these posts as revised may be Rs. 130—5—170—6—200—EB—10—240.

Process-cum-Retouching Assistant: (1) (Rs. 140—5—150—6—180—10—220)

58.47. The present incumbent has passed the S. S. L. C. Examination and has experience in "Film touch up" work. The Commission considers that this post may be filled by direct recruitment of persons who have passed the S. S. L. C. Examination and who possess good knowledge of photo finishing, negative retouching and processing of films with a minimum experience of at least 5 years in any Photo Studio or Government Studio or Film Organisation, preference being given to persons who have secured, in addition to the other qualifications mentioned above, a Diploma in Photography and Painting. The scale of pay for the post as revised may be Rs. 170—5—180—8—220—EB—10—300.

Radio Supervisors: (37) (Rs. 110—5—150—6—180—10—220)

58.48. These posts are filled either by promotion of qualified Radio Mechanics on the basis of seniority-*cum*-efficiency or by direct recruitment, the qualification being a pass in the S.S.L.C. Examination and Diploma in Radio Engineering or Servicing and practical experience of at least three years in a Government Radio Organisation or a recognised Radio Commercial Firm. The cadre strength of Radio Supervisors is 37 whereas the cadre strength of Radio Mechanics is only 10. Under the existing Rules of Recruitment, it has been proposed to fill up the post of Radio Supervisors either by promotion or by direct recruitment. No specific proportion has been fixed. As the cadre strength of the promotional posts, *viz.*, Radio Supervisors is nearly 4 times the number in the lower cadre, it would be appropriate if 75% of the posts are filled by direct recruitment and 25% by promotion. The Rules of Recruitment may be amended accordingly. It has been represented that the present scale of pay does not attract candidates with necessary qualifications and that Diploma holders or Certificate holders may be appointed as Supervisors and they may be given the same scales of pay as those prescribed for similar posts in other Departments with similar qualifications. It is since understood that the Diploma holders are given the scale of pay of Rs. 150—8—190—10—320 while those who are promoted from the cadre of qualified Radio Mechanics are given a scale of pay of Rs. 110—5—150—6—180—10—220. Since these are promotional posts for Radio Mechanics in the scale of pay of Rs. 100—5—150—6—180—10—200 (now proposed to be revised as Rs. 130—5—170—6—200—EB—10—240) and are direct recruitment posts for Diploma Holders, the Commission considers that

both these categories of officials in this cadre should be given the same scale of pay and recommends that they may be given the scale of pay of Rs. 175—10—275—15—350—EB—20—450.

Radio Mechanics : (10) (Rs. 100—5—150—6—180—10—200)

58.49. These posts are filled by direct recruitment, the qualifications being a certificate of Technical Education Board in Radio Engineering or Servicing or equivalent qualification and practical experience of at least 6 months in a Government Radio Organisation or a recognised Commercial Firm. The mode of recruitment is adequate and may continue. The scale of pay for these posts as revised may be Rs. 130—5—170—6—200—EB—10—240.

Mechanical Assistants (7) (Rs. 80—3—110—4—130—5—140)

Mechanics (3) (Rs. 80—3—110—4—130—5—140)

Auto-Mechanic (1) (Rs. 80—3—110—4—130—5—140)

58.50. The posts of Mechanical Assistants are filled by direct recruitment or by promotion of Battery Peons who possess the minimum qualifications prescribed for direct recruitment on the basis of seniority-cum-efficiency. For direct recruitment, the qualifications are a Middle School Certificate or a Certificate of having studied in V Form of a recognised High School and practical experience of six months in a Mechanical or Electrical Workshop. The mode of recruitment is adequate and may continue.

58.51. The modes of recruitment to the posts of Mechanics and Auto Mechanic are not indicated. They may be filled by taking on deputation officials holding corresponding posts in the Department of Technical Education or in the Department of Industries and Commerce. The Cadre and Recruitment Rules may be framed accordingly. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

Operators : (21) (Rs. 80—3—110—4—130—5—150)

58.52. These posts are filled by direct recruitment, the qualifications being a pass in the S.S.L.C. Examination and a Certificate in Cinema Operation from a recognised Institution with at least five years of experience in Cinema Operation. The mode of recruitment is adequate and may continue. The scale of pay for these posts as revised may be (Rs. 110—4—130—5—170—EB—6—200).

Art Helpers : (2) (Rs. 80—3—110—4—130—5—140)

58.53. The present incumbents of these posts have experience in Fine Arts and Drawing. The Commission recommends that these posts may be filled in future by the appointment of persons who have passed the S.S.L.C. Examination and possess a Certificate in Fine Arts or drawing with practical experience in putting up exhibitions of Arts, Sign Boards and Models.

58.54. The Commission understands that the present incumbents have not passed the S.S.L.C. examination. They may, therefore, be continued in the present posts till they retire from service. Their scale of pay may be revised as

Rs. 95—3—125—4—145—EB—5—200. On their retirement, persons with the qualifications indicated above may be appointed and given a scale of pay of Rs. 110—4—130—5—170—EB—6—200.

Sales Assistant : (1) (Rs. 110—5—150—6—180—10—220)

58.55. The present incumbent of the post is a Graduate and has knowledge of sales work. In future this post may be filled by recruiting a Graduate with experience in Salesmanship for not less than two years. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be Rs. 170—5—180—8—220—EB—10—300.

Technical Store-Keeper : (1) (Rs. 110—5—150—6—180—10—220)

58.56. The present incumbent has passed the S.S.L.C. Examination and has secured a Diploma in Cinematography. This is an isolated post which requires special qualification of Cinematography.

58.57. The Commission suggests that this post may be treated as an isolated post and filled by direct recruitment of a person who has passed the S. S. L. C. Examination and who has secured a Diploma in Cinematography and has good knowledge of maintenance of stores and photographic materials. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be revised as Rs. 130—5—170—6—200—EB—10—240.

Roneo Operators : (2) (Rs. 60—1—70—2—90)

58.58. The work is attended to by Class IV officials of the Department, who have knowledge of the work. The scale of pay for the posts as revised may be Rs. 80—2—90—3—120—4—140.

Other Posts :

Superintendent (Administration)	(1)	(Rs. 250—15—310—20—470)
Superintendent (Accounts)	(1)	(Rs. 220—10—320—15—440)
Managers	(5)	(Rs. 180—10—320)
	(1)	(Rs. 150—8—190—10—320)
Manager-cum-Accountants and		
Head Clerks	(7)	(Rs. 150—8—190—10—270)
Deputy Accountant	(1)	(Rs. 150—8—190—10—270)
I Division Clerks	(22)	(Rs. 110—5—150—6—180—10—220)
II Division Clerks	(33)	(Rs. 80—3—110—4—130—5—150)
Stenographers	(11)	(Rs. 110—5—150—8—190—10—260—15—320)
Typists	(8)	(Rs. 80—3—110—4—130—5—150)
Clerks-cum-Typists	(35)	(Rs. 80—3—110—4—130—5—150)
Drivers	(27)	(Rs. 70—2—80—3—110)
Cleaners	(28)	(Rs. 55—1—65—2—75)
Attenders, Mutchis, Daffedars	(19)	(Rs. 65—2—85)
Cycle Orderlies	(6)	(50—1—60)
Carpenters	(1)	(Rs. 80—3—110—4—130—5—140)
	(2)	(Rs. 60—1—70—2—90)

Process Attender	(1) (Rs. 60—1—70—2—90)
Cooks	(4) (Rs. 65—2—85)
Battery Peons, Watchman, Cleaner-cum-peons, Sweepers etc.	(135) (Rs. 50—1—60).

58.59. Except for the posts of Carpenters and Process Attender, the other posts are common to most of the Departments. The modes of recruitment to these posts may be the same as for corresponding posts in other Departments. The scales of pay as specified in Chapter 4 for such posts may apply to these posts as well.

Carpenter : (1) (Rs. 80—3—110—4—130—5—140)
(2) (Rs. 60—1—70—2—90)

58.60. No Rules of Recruitment have been framed for these posts. The Commission suggests that Carpenters in the scale of pay of Rs. 80—3—110—4—130—5—140 may be designated as Carpenter Grade I and filled by promotion from the cadre of Carpenters Grade II; the Carpenter in the scale of Rs. 60—1—70—2—90 may be designated as Carpenter Grade II and may be filled by direct recruitment of candidates who have passed the VIII Standard Examination and have experience for five years in the trade. The Rules of Recruitment may be framed accordingly. The scales of pay for Carpenter Grade I may be revised as Rs. 95—3—125—4—145—EB—5—200 and for Carpenter Grade II as Rs. 80—2—90—3—120—4—140.

Process Attender : (1) (Rs. 60—1—70—2—90)

58.61. No Rules of Recruitment have been framed for the post. The Commission suggests that the post may be filled by direct recruitment of a candidate who has passed the VIII Standard Examination and has experience for not less than two years in processing in any of the photographic studios. The Rules of Recruitment may be framed accordingly. The scale of pay for the post may be revised as Rs. 80—2—90—3—120—4—140.

Scales of pay—'Non-Optees'

58.62. The scales of pay in the State were revised during 1957 and 1961 and the officials were given the option either to retain their own scales of pay or to come over to the new scales of pay. It has been represented that some of the officials of the erst-while Bombay State who had not opted to either of the scales in 1957 or in 1961 were hard hit as they did not get the benefit of either weightage or merger of part of Dearness Allowance with pay. They have requested that in the case of such 'non-optees' who stand to lose monetarily, some relief might be provided by way of grant of a few advance increments in their non-opted scale.

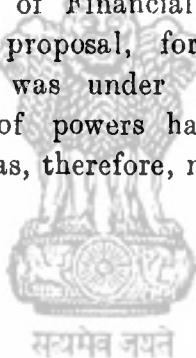
58.63. The Commission considers that no general principles could be laid down in respect of such cases but that each individual case of hardship may be examined on its merits and the rules relaxed in cases of genuine hardship.

Special Pay

58.64. A Special Pay of Rs. 100 per mensem is attached to the post of Director. It has been represented that this should be raised to Rs. 200 per mensem as the Director has, in addition to his onerous duties of the Department, to undertake work on several Schemes not directly connected with the Department. The principles for determination of Special Pay have been discussed in Chapter 5. In accordance with the principles laid down therein, the Director would not be entitled to any Special Pay as the scales of pay for all Heads of Minor Departments have been recommended after taking into consideration the duties and responsibilities attached to such posts. The Superintendent, Accounts Section in the Department, is also getting a Special Pay of Rs. 35 per mensem. This is a common post and whatever scale of pay (and Special Pay, if any) is applicable to the corresponding posts in other departments may be made equally applicable to this post. The Stenographers and Typists are getting a Special Pay, which is common to similar posts in other Departments. This may continue.

Delegation of Powers

58.65. The Director exercises all the powers vested in the Head of a Minor Department under the Manual of Financial Powers. It was understood that the Department had sent a proposal, for further delegation of powers, to Government and that it was under their consideration. No specific proposal regarding delegation of powers have, however, been made to the Commission. The Commission has, therefore, no suggestions to offer in this regard.



CHAPTER 58

Department of Information and Tourism

Sl. No.	Designation	Number of posts	Existing scales of pay and Special Pay	Recommended scales of pay and Special Pay	Remarks
1	2	3	4	5	6
				Rs.	
1	Director	1	900-40-1,100-50-1,300 + Special Pay Rs. 100 p.m.	1,100-50-1,300-60-1,600	
2	Deputy Director	2	600-40-1,000	700-40-900-50-1,200	
3	Senior Assistant Director	1	350-25-650-30-800	400-30-700-EB-40-900	
4	Assistant Director	8	250-20-350-25-500	275-20-375-EB-25-525	
5	Song and Drama Officer	1	350-25-650-30-800	400-30-700-EB-40-900	
6	Editor, Panchayati Raj	1	350-25-650-30-800	400-30-700-EB-40-900	
7	Editor, Janapada	1	350-25-650-30-800	400-30-700-EB-40-900	
8	Radio Engineer	1	600-40-1,000	700-40-900-50-1,200	
9	Assistant Radio Engineer	3	275-20-375-25-600	300-25-550-EB-30-700	
10	Public Relations Officer, Mysore Information Centre, New Delhi.	1	700-40-1,100-50/2-1,250	700-40-900-50-1,200	
11	Information Officer, Mysore Information Centre, New Delhi.	1	350-25-650-30-800	400-30-700-EB-40-900	
12	Hindi Officer, Mysore Information Centre, New Delhi.	1	400 (fixed)	400 (fixed)	
13	Assistant Information Officer, Mysore Information Centre, New Delhi.	1	250-20-350-25-500	275-20-375-EB-25-525	
14	Senior Assistant, Mysore Information Centre, New Delhi.	1	200-10-280-15-400	225-10-305-15-350-EB-20-450	
15	Chief Organiser, Radio Rural Forum	1	250-20-350-25-500	275-20-375-EB-25-525	
16	Tourist Development Officer	1	250-20-350-25-500	275-20-375-EB-25-525	
17	Tourist Information Officer, Goa	1	250-20-350-25-500	...	Post to be abolished.

Department of Information and Tourism—(contd.)

Sl. No.	Designation	Number of posts	Existing scales of pay and Special Pay	Recommended scales of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.		
18	Assistant Producer, Song and Drama Section	1	250—20—350—25—500	275—20—375—EB—25—525	
19	Script Writer, Song and Drama Section	1	250—20—350—25—500	275—20—375—EB—25—525	
20	Artist	4	200—10—280—15—400	225—10—305—15—350—EB—20—450	
21	Chief Reporter	1	250—15—310—20—470	275—20—375—EB—25—525	
22	Librarian-cum-Enquiry Officer	1	250—15—310—20—470	275—20—375—EB—25—525	
23	District Publicity Officer	21	140—5—150—8—190—10—320	175—10—275—15—350—EB—20—450	
24	Publicity Assistant	24	140—5—150—8—190—10—320	175—10—275—15—350—EB—20—450	
25	Translator-cum-Proof Reader	2	150—8—190—10—270	175—10—275—15—350—EB—20—450	
26	Receptionist-cum-Sub-Editor	29	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
27	Artist, Art Assistant, Artist-cum-Photographer	6	140—5—150—8—190—10—320	175—10—275—15—350—EB—20—450	
28	Cameraman	2	140—5—150—8—190—10—320	200—10—300—15—370—EB—20—450 (for Senior Photographer)	The Senior Cameraman may be redesignated as "Chief Photographer".
29	Assistant Cameraman	1	100—5—150—6—180—10—200	175—10—275—15—350—EB—20—450	With the change in the above designation, there will be 2 posts of Asst. Cameraman. They may be redesignated as "Photographers".
30	Assistant Tourist Information Officer	1	140—5—150—8—190—10—320	175—10—275—15—350—EB—20—450	
31	Tourist Assistant	2	140—5—150—8—190—10—320	175—10—275—15—350—EB—20—450	
32	Projectionist	3	110—5—150—6—180—10—220	130—5—170—6—200—EB—10—240	
33	Process-cum-Retouching Assistant	1	140—5—150—6—180—10—220	170—5—180—8—220—EB—10—300	

Department of Information and Tourism—(contd.)

Sl. No.	Designation	Number of posts	Existing scales of pay and Special Pay	Recommended scales of pay and Special Pay.	Remarks.
1	2	3	4	5	6
			Rs.		
34	Radio Supervisor	...	110-5-150-6-180-10-220 150-8-190-10-320 (for Diploma Holders)	175 10-275 15 350 EB-20-450	
35	Radio Mechanic	10	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240	
36	Mechanical Assistant	...	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
37	Mechanic	3	80 3-110-4-130-5 140	95-3-125-4-145-EB-5-200	
38	Auto Mechanic	...	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
39	Operator	21	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
40	Art Helper	2	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200 110-4-130-5-170-EB-6-200	(For the existing incumbents). (For persons to be appointed in future).
41	Sales Assistant	1	110-5-150-6-180-10-220	170-5-180-8-220-EB-10-300	To be designated as Manager.
42	Technical Store Keeper	1	110-5-150-6-180-10-220	130-5-170-6-200-EB-10-240	To be designated as Superintendent Grade I
43	Roneo Operator	2	60-1-70-2-90	90-2-90-3-120-4-140	To be designated as Superintendent Grade II.
44	Superintendent (Administration)...	1	250-15-310-20-470	250-10-300-15-420-EB-20-500	To be designated as Superintendent Grade II
45	Superintendent (Accounts)	1	220-10-320-15-440	250-10-300-15-420-EB-20-500	To be designated as Superintendent Grade II
46	Manager	5	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent Grade II
47	Manager-cum-Accountant and Head Clerk	7	150-8-190-10-270	175-10-275-15-350-EB-20-450	To be designated as Superintendent Grade II

Department of Information and Tourism—(concl.)

Sl. No.	Designation	Number of Posts	Existing scales of pay and Special Pay	Recommended scales pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
48	Deputy Accountant	...	1 150—8—190—10—270	175—10—275—15—350—EB—20—450	To be designated as Superintendent Grade II.
49	I Division Clerk	...	22 110—5—150—6—130—10—220	140—5—150—8—190—EB—10—260—15—290	
50	II Division Clerk	...	23 80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
51	Stenographer	...	11 110—5—150—8—190—10—260—15—320	175—10—275—15—350—EB—20—450	
52	Typist	...	8 80—3—110—4—130—5—180 (+ Special pay Rs. 10 p.m.)	95—3—125—4—145—EB—5—200 (+ Special pay Rs. 10 p.m.)	
53	Clerk-cum-Typist	...	35 80—3—110—4—130—5—150 (+ Special pay Rs. 5 p.m.)	95—3—125—4—145—EB—5—200 (+ Special Pay Rs. 5 p.m.)	
54	Driver	...	27 70—2—80—3—110	85—2—95—3—125—EB—4—145	
55	Cleaner	...	28 55—1—65—2—75	60—1—80—2—90	
56	Attender, Mutchi, Daffedar	...	19 65—2—85	85—2—95—3—125—EB—4—145	(For Attender)
57	Cycle Orderly	...	6 50—1—60	60—1—80—2—90	(For Daffedar and Mutchi)
58	Carpenter	...	1 80—3—110—4—130—5—140	95—3—125—4—145—EB—5—200	To be designated as Carpenter Grade I.
		...	2 60—1—70—2—90	80—2—90—3—120—4—140	To be designated as Carpenter Grade II.
59	Process Attender	...	1 60—1—70—2—90	60—1—80—2—90	
60	Cook	...	4 65—2—85	60—1—80—2—90	
61	Battery Peon, Peon, Watchman, Cleaner-cum-Peon, Sweeper, etc.	135	50—1—60	60—1—80—2—90	

CHAPTER 59

Motor Vehicles Department

59.1. The post of the Commissioner for Transport was created and a separate Department was constituted in 1955 just before the reorganisation of States.

59.2. The main function of the Motor Vehicles Department is to administer the Acts and Rules noted in the margin and to attend to all matter pertaining to

- 1 Indian Motor Vehicles Act, 1939.
- 2 Mysore Motor Vehicles Rules, 1963.
- 3 Mysore Motor Vehicles Taxation Act, 1957.
- 4 Mysore Motor Vehicles Taxation Rules 1957.
- 5 Mysore Motor Vehicles Taxation Goods and Passenger Act, 1961.

the Motor Vehicles Laws. It is also the duty of the Department to make arrangements for the purchase and supply of Motor Vehicles required for the use of Government Departments.

59.3. The Department is classified as a Major Department; the Commissioner of Transport is the Head of the Department and is in the scale of pay of Rs. 900-1,800 or Rs. 900-1,300 depending on whether he is drawn from the senior time scale of the Indian Administrative Service or the Mysore Administrative Service. He is the Chairman of the Mysore State Transport Authority constituted under Section 44 (2) of the Motor Vehicles Act, 1939. He is also the Secretary of the State Transport Advisory Committee with the Minister of Transport as its Chairman.

59.4. He is assisted at the Headquarters by a Deputy Transport Commissioner now designated as Headquarters Assistant to the Transport Commissioner, who is also the Secretary of the State Transport Authority, and a Financial Assistant and the requisite supporting subordinate staff.

59.5. The Mysore State Transport Appellate Tribunal presided over by an officer of the rank and status of a District Judge deals with appeals against the decisions of the State Transport Authority.

59.6. For purposes of administering the various Acts and Rules pertaining to the Department, the State has been divided into 19 regions or administrative divisions coextensive with the Revenue Districts. The Senior Regional Transport Officers are in charge of Bangalore, Mysore, Bellary, Dharwar, Shimoga, South Kanara and Kolar regions in which the work is heavy, while the Regional Transport Officers are in charge of the other Regions. The Senior Regional Transport Officers are given, wherever necessary, the assistance of additional Regional Transport Officers and Assistant Regional Transport Officers. The Senior Regional Transport Officers and the Regional Transport Officers in

charge of regions are given the assistance of subordinate staff comprising Motor Vehicles Inspectors, Superintendents, Head Clerks, I and II Division Clerks, Typists, Peons, etc.

59.7. The Senior Regional Transport Officers and the Regional Transport Officers in charge of Districts also function as Secretaries and Executive Officers of the Regional Transport Authorities, constituted under Section 44 of the Motor Vehicles Act, 1939 of which the Deputy Commissioners are the Chairmen.

59.8. There are Treasury Sections manned by Treasury Shirastedars or Shroffs and Gollars attached to the Regional Transport Offices in Bangalore, Dharwar, Belgaum and Mangalore, so as to facilitate payment of the Motor Vehicles and other Taxes by the Operators.

59.9. In the interest of proper supervision of the day-to-day administration of the Department and effective enforcement of the Motor Vehicles Taxation Acts and Rules, four posts of Deputy Transport Commissioners in the scale of pay of Rs. 600—1,000, one for each of the 4 Revenue Divisions with separate subordinate staff under each of them was sanctioned in G. O. No. HD 184 TME 65, dated 4th March 1967, for a period of one year in the first instance, by abolishing the 2 posts of Deputy Transport Commissioner and Senior Regional Transport Officers (Planning and Development). Subsequently the post of Deputy Transport Commissioner at Headquarters was retained, redesignating it as Headquarters Assistant to the Transport Commissioner. The 4 posts of Deputy Transport Commissioners have, however, not yet been filled up.

General

59.10. The Department is one of the major revenue earning departments of Government, the revenue realised in respect of different taxes pertaining to the Department being in the order of Rs. 9 crores per annum. In order to avoid evasion of taxes and leakage of revenue and to maximise the collection of taxes several suggestions were made by the Department. The main suggestions were merger of the T.P.G. (Tax on Passengers and Goods) with the Motor Vehicles Tax, removal of the distinction between the private carriers and the public carriers in respect of levy of Tax on Passengers and Goods, Permit fees, etc., withdrawal of the exemption from the payment of taxes in respect of Government Vehicles and increasing the number of Check-posts.

59.11. As the merger of Tax on Passengers and Goods with Motor Vehicle Tax would facilitate tax collection, avoiding the disadvantages and drawbacks inherent in a multiple tax structure, the Commission considers that this system may be adopted with advantage. In view, however, of the fact that our State has entered into Inter-State Agreements on single-point taxation with the neighbouring States, this system cannot be brought into force unilaterally. It is, therefore, recommended that this system may be adopted only when all the other States with whom the State has entered into Inter-State Agreements agree to do likewise.

59.12. Under the existing practice the private carriers are treated on a different footing from the public carriers in respect of levy of Tax on Passengers and Goods, permit tax, etc. This classification is not reasonable since even the private carriers are used for the carriage of goods used in commercial or industrial operations and the cost of transporting such goods is eventually passed on to the consumers of the goods or final products. All carriers, Public or Private, may be treated on the same footing and taxes collected from the private carriers at the rates at which they are now being collected from the Public Carriers.

59.13. Taxes may be collected from Government Vehicles also as payment of taxes in these cases only involves book-adjustment and there will be no real out-goings so far as the State is concerned. It would on the other hand be beneficial to the State when Government Vehicles like Lorries are hired out to Contractors and other parties as the hire charges would cover the taxes also and would be recovered from the parties concerned. There is no need to increase the number of check-posts. It would be adequate if the existing check-posts are strengthened and the standard of checking improved.

Status of District Officers

59.14. It was represented to the Commission that there were two different grades of Regional Transport Officers in the scales of pay of Rs. 250—500 and Rs. 350—800. The Regional Transport Officers were holding very responsible posts and have to move on equal terms with the District Officers of other Departments; the Regional Transport Officers in the lower scale of pay of Rs. 250—500, suffered from a feeling of inferiority in view of their low scale of pay and were not able to discharge their duties as efficiently as they should; all the Regional Transport Officers might, therefore, be brought on to a uniform grade equivalent to that of the Senior Regional Transport Officers and the posts of Assistant Regional Transport Officers be upgraded to the rank of the present Regional Transport Officers.

59.15. After considering all aspects of the matter, the Commission considers that there is no justification for having separate cadres of Senior Regional Transport Officers and Regional Transport Officers as at present and, therefore, recommends that the Regional Transport Officers in charge of all Districts may be brought on to a common cadre with a common scale of pay; a selection grade may, however, be provided as "Personal" for the existing Senior Regional Transport Officers and the Selection Grade abolished as and when the present incumbents get promoted or retire from service. The separate cadre of Assistant Regional Transport Officers may also be abolished, since this does not serve any useful purpose; but in order to avoid dislocation and inconvenience to the existing incumbents of the posts they may be continued until they are promoted to higher posts or retire from service. Additional Regional Transport Officers may, however, be appointed to assist the Regional Transport Officers in those Districts in which the work is particularly heavy.

Superintendents of Offices

59.16. It was suggested to the Commission that the posts of Superintendents in the Headquarters Office and in some of the Regional Transport Offices might be upgraded to those of Headquarters Assistants in the Class II scale, so as to enable them, to exercise better supervision and control and also to afford more avenues of promotion for the ministerial staff. The Commission recommends that the general principle indicated in this regard in Chapter 4 may be applied to this Department also.

Agency for the conduct of prosecutions

59.17. It was represented that a new cadre of Prosecuting Inspectors might be created so as to have a separate prosecuting agency for the Department instead of entrusting the prosecution cases of the department to the Assistant Public Prosecutors in the respective regions; that persons holding a Degree in Law may be recruited to these posts and given practical training in Automobile Engineering before being appointed as Prosecuting Inspectors. It was also represented that they might be promoted as Regional Transport Officers and Legal Assistants in due course. After examining all aspects of the matter, the Commission considers that there is no necessity for having a separate prosecuting agency for the department and that the existing procedure of entrusting the prosecution cases to the Assistant Public Prosecutors of the respective regions may continue.

Accounts Officer

59.18. It was represented to the Commission that the post of Accounts Superintendent in the Office of the Commissioner might be upgraded to that of an Accounts Officer and that an Assistant Controller of the State Accounts Department might be taken on deputation against this post. In view of the expanding activities of the department and considering the heavy load of work in the Accounts Section at the Head Office, the Commission agrees with the suggestion and recommends that the post of Accounts Officer may be created as proposed.

Flying Squads

59.19. There are Flying Squads for detection of defaulters and run-away vehicles, attached to the Deputy Inspectors General of Police. It was suggested that in the interest of effective discharge of these duties, it would be advisable to attach these squads to the Deputy Transport Commissioners after these posts are filled up. The Commission agrees with this suggestion and recommends that the Flying Squads may be attached to the Deputy Transport Commissioners instead of to the Deputy Inspector General of Police as at present.

Treasury Sections

59.20. Treasury Sections are attached to the Regional Transport Offices in Bangalore, Dharwar, Belgaum and Mangalore as already stated. It was represented that Treasury Sections might be attached to the other Regional Transport Offices also. The Commission, considers this to be a reasonable suggestion since it

enables the operators to pay taxes without any difficulty. The Commission, therefore recommends that Treasury Sections may be attached to the Regional Transport Offices in which the average collection exceeds Rs. 10 lakhs per year and where the vehicle strength is more than 2,000, *viz.*, Mysore, Bellary, Chitradurga, Shimoga, Gulbarga and Tumkur.

Compensation to Local Bodies

59.21. Provisional compensation is being paid to Local Bodies for the loss of toll tax and Vehicle Tax in an *ad hoc* manner subject to fixation of final compensation as per Section 20 of the Mysore Motor Vehicles Taxation Act, 1957. The compensation payable to Local Bodies was fixed long ago and was based on the circumstances then prevailing. The Local Bodies are requesting for revision of compensation with reference to the circumstances now obtaining. The Commission recommends that the compensation payable to Local Bodies may be revised immediately on a scientific basis in the light of the altered circumstances obtaining now and taking into account all the factors involved, *viz.*, increase in the number of vehicles, higher taxes realised and the difficulties faced by the Local Bodies with their meagre resources in meeting the cost of maintenance of roads etc., and that the compensation so payable should be further revised once every five years.

Cadre and Recruitment Rules and Scales of pay

Commissioner for Transport (1) (Rs. 900—40—1,100—50—1,300) or
(Rs. 900—50—1,000—1,600—50—1,800)

59.22. This post is filled by appointing an officer in the senior time scale of the Indian Administrative Service or the Mysore Administrative Serviced. It has been represented to the Commission that this post might be reserved for promotion from the cadre of Deputy Transport Commissioners. The Commission, however, does not consider any change in the existing system necessary and recommends that it may continue.

Deputy Transport Commissioners (4)—(Rs. 600—40—1,000)

59.23. Four posts of Deputy Transport Commissioners in the scale of pay of Rs. 600—1,000 one for each of the Revenue Divisions sanctioned in Government Order No. HD 184 TME 65, dated 4th March 1967, are yet to be filled up. It was represented that these posts might be made permanent in the interest of efficiency to ensure that there is no leakage of revenue. The Commission had agreed earlier to the creation of these posts as a temporary measure. Since these posts have not been filled up, the extent to which they serve the purpose for which they were proposed to be created cannot be assessed. Judging from the nature of duties and responsibilities proposed to be attached to these posts, the Commission considers that these posts are necessary and accordingly recommends that they may be made permanent and filled by promotion by selection of officers in the new cadre of Regional Transport Officers to be constituted on the lines recommended in para 59.15. The scale of pay for these posts may be Rs. 700—40—900—50—1,200.

Headquarters Assistant to the Transport Commissioner (1) (Rs. 350—25—650—30—800)

59.24. According to the Rules of Recruitment, this post is filled by promotion from the cadre of Regional Transport Officers. This post may be included in the cadre of the Regional Transport Officers and may be filled by transfer of an officer from this cadre. The scale of pay for this post may be the same as that for Regional Transport Officers.

Financial Assistant to the Commissioner (1)—(Rs. 350—25—650—30—800)

59.25. The post may be filled by taking on deputation an officer from the cadre of Assistant Controllers of the State Accounts Department, and the scale of pay for the post may be the same as that for the Assistant Controllers of State Accounts.

Presiding Officer of the Mysore State Transport Appellate Tribunal (1)

59.26. This post is filled by appointment of an Officer of the Judicial Department, not below the rank of a District Judge either in service or retired and in the latter case on a tenure basis. The recommendations of the Commission in regard to this post are contained in Chapter 75.

Senior Regional Transport Officers (7)—(Rs. 350—25—650—30—800)

Regional Transport Officers (14)—(Rs. 250—20—350—25—500)

59.27. According to the Rules of Recruitment, 50% of the posts of Regional Transport Officers are filled by direct recruitment by competitive examination from among candidates who possess the minimum qualification of a degree or diploma in Mechanical or Automobile Engineering from a recognised University or Polytechnic ; and the other 50% by promotion from the non-gazetted executive staff of the Department. The posts of Senior Regional Transport Officers are filled by promotion from the cadre of Regional Transport Officers on the basis of seniority-cum-merit.

59.28. In view of the recommendations made in para 59.15 a uniform cadre of Regional Transport Officers may be created and the separate cadre of Senior Regional Transport Officers may be abolished, the existing incumbents of the posts of Senior Regional Transport Officers being given a selection grade as personal to them. The modes of recruitment applicable to the posts of Regional Transport Officers may be adopted for filling the posts that may fall vacant subsequent to the initial constitution of this cadre as proposed. The scale of pay for the combined cadre of Regional Transport Officers and for the selection grade may be revised as Rs. 300—25—550—EB—30—700 and Rs. 400—30—700—EB—40—900 respectively.

Assistant Transport Commissioner (1)—(Rs. 250—20—350—25—500)

59.29. The post is filled by transfer of an officer from the cadre of Regional Transport Officers. This post may be included in the new cadre of Regional

Transport Officers and filled by posting an Officer in that cadre. The revised scale of pay for the post may be the same as that for the Regional Transport Officers, viz., Rs. 300—25—550—EB—30—700.

Gazetted Assistant to the Transport Commissioner and Assistant Secretary, Mysore State Transport Authority : (2) (Rs. 250—20—350—25—500)

59.30. These posts are being filled by promotion from the cadre of Superintendents on the basis of seniority-cum-merit. These are the only two higher posts available in the Department for promotion for the officials in the ministerial cadre. The present method of recruitment in respect of the two posts may continue and the scale of pay for the posts may be revised as Rs. 275—20—375—EB—25—525.

Legal Assistant to the Transport Commissioner : (1) (Rs. 250—20—350—25—500)

59.31. This post is filled by transfer of an officer from the cadre of Regional Transport Officers, who has requisite qualification in law. Considering the nature of duties required to be performed by the incumbent of the post, there is no reason why only Regional Transport Officers should be appointed to the post. The Commission, therefore, recommends that this post may be filled either by transfer of an officer in the cadre of Regional Transport Officers or by promotion from the cadre of Superintendents on the basis of seniority-cum-merit provided that the official concerned possesses a Law Degree. The Rules of Recruitment may be amended accordingly. The scale of pay for this post may be Rs. 300—25—550—EB—30—700.

Assistant Director of Statistics : (1) (Rs. 250—20—350—25—500)

Senior Computers : (1) (Rs. 110—5—150—6—180—10—220) ; and

Junior Computers : (23) (Rs. 80—3—110—4—130—5—150)

59.32. These posts are filled by taking on deputation officers holding corresponding posts in the Bureau of Economics and Statistics. This mode of recruitment to these posts may continue. The scale of pay for these posts may be the same as those prescribed for corresponding posts in the Bureau.

Assistant Regional Transport Officers : (7) (Rs. 180—10—270—15—360)

59.33. Fifty per cent of these posts are filled by direct recruitment by competitive examination from among candidates who possess the minimum qualification of a Degree or Diploma in Mechanical or Automobile Engineering from a recognised University or Polytechnic and the remaining posts by promotion from the cadre of non-gazetted executive staff. As observed already, these posts may be abolished after the existing incumbents of the posts are either promoted or retire from service. The scale of pay for the existing incumbents may be revised as Rs. 200—10—280—15—370—EB—20—450.

Motor Vehicle Inspectors : (85) (Rs. 140—5—150—8—190—10—250)

59.34. These posts are filled by direct recruitment, the minimum qualification prescribed for the posts being a pass in the S.S.L.C. or equivalent examination and

a Diploma in Automobile Engineerig. This mode of recruitment may continue. The revised scale of pay applicable to these posts may be Rs. 175—10—275—15—350—EB—20—450.

Accounts Superintendents : (13) (Rs. 220—10—320—15—440)

Auditors and Accountants : (28) (Rs. 120—5—150—8—190—10—240)

59.35. These posts are filled by taking on deputation officers holding corresponding posts in the Department of State Accounts. This mode of recruitment may continue. The revised scales of pay for the posts may be the same as those prescribed for the corresponding posts in the State Accounts Department.

Treasury Shirastedar : (1) (Rs. 150—8—190—10—270)

Shroffs : (9) (Rs. 80—3—110—4—130—5—140)

Gollars : (2) (Rs. 70—1—80—2—100)

59.36. These posts are filled by taking on deputation officials holding corresponding posts in the Treasury Department. This method of recruitment may continue. The revised scales of pay for the posts may be the same as those prescribed for corresponding posts in the Treasury Department.

Common categories of posts

Class III.

Scale of Pay. Rs.

(a) Superintendents	(18)	225—10—285—15—375
(b) Head Clerks	(5)	150—8—190—10—270
(c) I Division Clerks	(104)	110—5—150—6—180—10—220
(d) II Division Clerks	(185)	80—3—110—4—130—5—150
(e) Stenographers-I Grade	(15)	110—5—150—6—180—10—220 plus special pay of Rs. 30 p.m.
(f) Typists	(54)	80—3—110—4—130—5—150 plus special pay of Rs. 10 p.m.

Class IV.

(g) Drivers	(3)	70—1—80—3—110
(h) Attenders-cum-Mutchies	(28)	55—1—70—2—90
(i) Daffedars	(3)	65—2—85
(j) Peons, Watchmen, Sweepers, and Cycle Orderlies.	(106)	50—1—60

59.37. These are posts with scales of pay common to all Departments of Government. The revised scales of pay for the posts may be the same as those for similar posts in other Departments.

Conveyance Allowance

59.38. It has been suggested to the Commission that the Regional Transport Officers, Motor Vehicles Inspectors and other Executive staff should be provided with Motor-cars or Motor-cycles and given some suitable conveyance allowance.

59.39. While recommending the revised scales of pay for the Regional Transport Officers and Motor Vehicle Inspectors, etc., due consideration has been taken of all the factors involved including the itinerary nature of their duties. The Commission is, therefore, not in favour of sanctioning conveyance allowance to them separately. It is, however, suggested that the Regional Transport Officers and Motor Vehicles Inspectors may be encouraged to purchase and maintain suitable vehicles either Motor-cycles or Motor cars appropriate to their status and class, by giving Motor Cycle or Car purchase advances. These officers would, of course, be eligible for travelling allowance as per rules when they go on tour.

Delegation of Powers

59.40. It is stated that the financial and administrative powers delegated to and being exercised by the officers of the Department at different levels are generally adequate and are found to be conducive to the smooth and proper functioning of the work of the Department at different levels. The powers now delegated to the officers at the various levels may continue. The Commission has no modification to recommend in this regard.



CHAPTER 59

Motor Vehicles Department

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
1	Commissioner for Transport	1	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	
2	Deputy Transport Commissioner and Secretary, State Transport Authority	4	600—40—1,000	700—40—900—50—1,200	
3	Headquarters Assistant to the Transport Commissioner.	1	350—25—650—30—800	300—25—550—EB—30—700	
4	Financial Assistant to the Commissioner.	1	350—25—650—30—800	400—30—700—EB—40—900	
5	Senior Regional Transport Officer ..	7	350—25—650—30—800	400—30—700—EB—40—900	
6	Regional Transport Officer	14	250—20—350—25—500	300—25—550—EB—30—700	
7	Assistant Transport Commissioner ...	1	250—20—350—25—500	300—25—550—EB—30—700	
8	Gazetted Assistant to the Transport Commissioner.	1	250—20—350—25—500	275—20—375—EB—25—525	
9	Assistant Secretary, Mysore State Transport Appellate Tribunal.	1	250—20—350—25—500	275—20—375—EB—25—525	
10	Legal Assistant to the Transport Commissioner.	1	250—20—350—25—500	300—25—550—EB—30—700	
11	Assistant Director of Statistics	1	250—20—350—25—500	275—20—375—EB—25—525	
12	Assistant Regional Transport Officer.	7	180—10—270—15—360	200—10—280—15—370—EB—20—450	
13	Motor Vehicles Inspector	85	140—5—150—8—190—10—250	175—10—275—15—350—EB—20—450	
14	Superintendent	18	225—10—285—15—375	250—10—300—EB—15—420—20—500	To be designated as Manager.
15	Accounts Superintendent	13	220—10—320—15—440	250—10—300—15—420—EB—20—500	
16	Treasury Shirastadar	1	150—8—190—10—270	175—10—275—15—350—EB—20—450	

Motor Vehicles Department—(concl'd)

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
17	Head Clerks	5	150-8-190-10-270	175-10-275-15-350-EB-20-450	
18	Auditors	14	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
19	Accountants	14	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
20	I Division Clerk	104	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
21	Stenographer	15	110-5-150-6-180-10-220 + Spl. Pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290 + Spl. Pay Rs. 30 p.m.	
22	II Division Clerk	186	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
23	Typist	54	80-3-110-4-130-5-150 + Spl. Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10 p.m.	
24	Senior Computer	1	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
25	Junior Computer	23	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
26	Shroff	9	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
27	Gollar	2	70-1-80-2-100	85-2-95-3-125-EB-4-145	
28	Attender-cum-Mutchi	28	55-1-70-2-90	80-2-90-3-120-4-140	
29	Driver	3	70-1-80-3-110	85-2-95-3-125-EB-4-145	
30	Daffedar	3	65-2-85	80-2-90-3-120-4-140	
31	Peon, Watchman, Sweeper, Cycle-orderly	106	50-1-60	60-1-80-2-90	

CHAPTER 60

The Mysore State Soldiers', Sailors' and Airmen's Board

60.1. The Mysore State Soldiers', Sailors' and Airmen's Board with its Headquarters in Bangalore looks after the welfare of the ex-Servicemen. Its employees are treated as State Government employees. The Home Minister is the President of the State Board. Government in their Order No. HD 10 MES 61, dated 17th January 1966 have ordered the creation of the following new posts for the Mysore State Soldiers', Sailors' and Airmen's Board :—

<i>Designation of the post</i>	<i>Scale of pay</i>
1. Secretary (1) Gazetted	Rs. 350—25—650—30—800
2. Manager (1)	250—15—310—20—470
3. Accountant (1)	120—5—150—8—190—10—240
4. Assistant (1) (First Division Clerk)	110—5—150—6—180—10—220
5. Junior Assistant (1) -do- (Second Division Clerk)	80—3—110—4—130—5—150
6. Typist (1)	80—3—110—4—130—5—150
7. Dalayat (1)	50—1—60

60.2. Though the post of Secretary in the Gazetted Cadre in the scale of pay of Rs. 350—25—650—30—800 has been sanctioned, it has not been filled up so far. It is understood that the Secretary is normally an ex-Service Officer, not below the rank of a Major and in some States even Officers of the status of Brigadiers have, on retirement, been appointed as Secretaries. As it has not been possible to secure the services of a retired officer of sufficient seniority to fill up the post in the existing scale of pay, the scale of pay for the post has been recently revised to Rs. 600—40—1,000. It is expected that it would be possible to secure the services of a suitable Officer now. It is understood that the Public Service Commission has been requested to advertise the post and to select a candidate. The Commission does not consider it necessary to suggest any change in the scale of pay for the post. At present, one of the Under Secretaries in the Home Department is looking after this work in addition to his own duties and this arrangement will be terminated soon after the post is regularly filled. The ministerial posts have not been filled up as yet. The Rules of Recruitment have not been framed for this Board. It is understood that they are under consideration of Government. The post of Secretary, which is in the Gazetted cadre, may be filled by an ex-Service Officer. The posts in Class III are common to other Departments. The Rules of Recruitment adopted for the corresponding posts in other Departments may be adopted for filling up these posts. As these posts are common to all Departments, the scales of pay recommended for corresponding posts may be applied to these posts.

District Soldiers', Sailors' and Airmen's Boards

60.3. There are District Soldiers', Sailors' and Airmen's Boards in the following eight districts :—

1. Bangalore
2. Mysore
3. Mercara (Coorg District)
4. Mangalore (South Kanara District)
5. Dharwar
6. Bijapur
7. Belgaum
8. Karwar (North Kanara District)

60.4. The Deputy Commissioners of the respective Districts function as the Presidents of the Boards and are each assisted by a Secretary. The District Boards are classified as Grades I, II and III depending upon the number of ex-Servicemen residing within the jurisdiction of the Board and the status of the Secretaries (Grade I, II and III) depends on the classification of the Board. Every District Board has a Second Division Clerk and a Peon. In Bangalore District, there is a Watchman in addition to a peon. The employees of the District Boards are treated as Government employees.

Expenditure on the District Soldiers', Sailors' and Airmen's Boards

60.5. While the entire expenditure on the Mysore State Soldiers', Sailors' and Airmen's Board is met by the State Government, the expenditure on the District Soldiers', Sailors' and Airmen's Boards is shared equally by the Central and State Governments. The concurrence of the Government of India would, therefore, have to be obtained for revision of scales of pay for the staff of the District Boards.

Staff of the District Soldiers', Sailors' and Airmen's Board.

60.6. The staff of the District Soldiers', Sailors' and Airmen's Board are as follows :

Sl. No.	Designation of post	Number of officials	Scale of pay
			Rs.
1.	Secretary—Grade I.	5	350—25—550
2.	Secretary—Grade III	3	130—5—160—8—200
3.	Clerks—Second Division	13	80—3—110—4—130— 5—150
4.	Watchman	1	50—1—60
5.	Dalayat	8	50—1—60

60.7. All the posts under the District Boards are filled by ex-Servicemen. In case, suitable ex-Servicemen are not available, the posts are filled by direct recruitment.

Secretary (Grade I) : (5) (Rs. 350—25—550)

60.8. There are five posts of Secretary (Grade I) in the scale of pay of Rs. 350—25—550. The qualification prescribed for an ex-Serviceman is (a) that he should have passed the S.S.L.C. or equivalent examination ; (b) that he should be an Ex-Indian Commissioned Officer or an officer of equivalent status of the Indian Navy or Air Force ; the qualification prescribed for a direct recruit from the open market is that he should have taken a Degree of a recognised University. The existing modes of recruitment may continue. It has been suggested that the scale of pay of Assistant Commissioner might be given to the Secretary (Grade I). The Commission considers that the scale of pay for these posts may be fixed as Rs. 400—30—700—EB—40—900.

Secretary (Grade II): (Nil)

60.9. No provision has been made in the Cadre and Recruitment Rules for filling the post of Grade II Secretary, nor is there any officer in this category now. No recommendation is called for, as far as this category of Secretaries is concerned.

Secretary (Grade III) : (3) (Rs. 130—5—160—8—200)

60.10. There are three posts of Secretary (Grade III) in the scale of pay of Rs. 130—5—160—8—200. The qualification prescribed in the case of an ex-Serviceman is that he should have passed the S.S.L.C. Examination and that he should be an ex-Junior Commissioned Officer. The same educational qualification is prescribed in the case of direct recruits from the open market. The existing modes of recruitment may continue. It has been suggested that the scale of pay for Secretary (Grade III) may be equivalent to that for an Assistant working in the Secretariat. The scale of pay for these posts may be fixed as Rs. 170—5—180—8—220—EB—10—300.

Other staff

Second Division Clerks : (13) (Rs. 80—3—110—4—130—5—150)

Watchman : (1) (Rs. 50—1—60)

Dalayats : (8) (Rs. 50—1—60)

60.11. The posts of Second Division Clerks, Watchman and Dalayats are filled by ex-Servicemen in the lower ranks. In case they are not available, they are filled by direct recruitment. The scales of pay as applicable to the corresponding posts in other departments may be made applicable to them. Before implementing the revised scales of pay in respect of the staff attached to the District Boards, Government may, if considered necessary, obtain the concurrence of the Government of India.

Promotional Opportunities

60.12. It has been represented that some of the Second Division Clerks working in the District Boards who have reached the maximum of their scales of pay have no chances of promotion. It is not possible to provide promotional

opportunities for Second Division Clerks as there are no posts of First Division Clerks in the Boards. Nor would it be proper to create posts in the higher grade only for the purpose of providing promotional opportunities when the work-load does not justify the creation of such posts. The liens of the officials of the District Boards whose services have been regularised may be shifted against supernumerary posts in a corresponding cadre in the Revenue Department and they may be treated as being on deputation to the Boards. In future, such officials may be taken on deputation from the Revenue Department. This arrangement should not present any difficulty as the Deputy Commissioners of Districts are themselves the Chairmen of the Boards in their respective Districts. The Rules of Recruitment may be framed accordingly.

Special Pay

60.13. The Administrative Department has suggested that a Special Pay of Rs. 5 per mensem which is being given to Senior Clerks of the District Boards who handle cash and accounts matters may be continued as this is being paid in accordance with the instructions from the Government of India in the Ministry of Defence. The Commission has no objection to the continuance of the Special Pay.

Delegation of Powers

60.14. It is stated that the Presidents and the Secretaries of the Boards continue to exercise the same powers as were exercised by them prior to 1st June 1963, i.e., the date from which the Boards became the permanent organisations of the State Government. It is understood that proposals have been called for from the District Boards regarding the further powers to be delegated and that the receipt of their proposals is awaited. No specific proposals have been placed before the Commission about the further delegation of powers; the Commission does not accordingly propose to offer any suggestions in this regard.

CHAPTER 60

The Mysore State Soldiers', Sailors' and Airmen's Board

No.	Designation	No. of posts	Existing scales of pay and Special Pay	Recommended scales of pay and Special Pay	Remarks
1	2	3	4	5	6
Rs.					
Mysore State Soldiers', Sailors' and Airmen's Board					
1	Secretary (Gazetted)	...	350--25--650--30--800	600--40--1,000	The posts noted against Sl. No. 1 to 7 have not been filled up. At present, one of the Under Secretaries in the Home Department is looking after the work in addition to his own duties. This temporary arrangement will be terminated soon after the post of the Secretary is filled up.
2	Manager	...	250--15--310--20--470	250--10--300--15--420--EB--20--500	
3	Accountant	...	120--5--150--8--190--10--240	140--5--150--8--190--EB--10--260--15--290	
4	Assistant (First Division Clerk)	...	110--5--150--6--180--10--220	140--5--150--8--190--EB--10--260--15--290	
5	Junior Assistant (Second Division Clerk).	1	80--3--110--4--130--5--150	95--3--125--4--145--EB--5--200	
6	Typist	...	80--3--110--4--130--5--150	95--3--125--4--145--EB--5--200	
7	Dalayat	...	50--1--60	60--1--80--2--90	
District Soldiers', Sailors' and Airmen's Board					
8	Secretary Grade I	...	5 350--25--550	400--30--700--EB--40--900	Special Pay of Rs. 5 p.m. which is being given to senior clerks who handle cash and accounts matters may continue.
9	Secretary, Grade II	Nil.	...	...
10	Secretary, Grade III	...	3 130--5--160--8--200	170--5--180--8--220--EB--10--300	
11	Clerk (Second Division)	...	13 80--3--110--4--130--5--150	95--3--125--4--145--EB--5--200	
12	Watchman	...	1 50--1--60	60--1--80--2--90	
13	Dalayat	...	8 50--1--60	60--1--80--2--90	

CHAPTER 61

Police Department

61.1. The Mysore State Police force is constituted under the Mysore Police Act, 1963, which came into force with effect from 2nd April 1965.

61.2. The Police Department is classified as a Major Department. The Inspector General of Police is the head of the Department. Control and administration of the Police force throughout the State is vested in him. He is assisted at the Headquarters by one Deputy Inspector General of Police (Headquarters) and one Assistant Inspector General of Police of the rank of Superintendent of Police and by two Deputy Superintendents of Police in matters relating to law and crime. One Financial Assistant assists the Inspector General of Police in financial matters.

61.3. There are four Ranges, namely, (1) North Range (Belgaum), (2) North-East Range (Gulbarga), (3) Central Range (Bangalore) and (4) South Range (Mysore). Each Range is under the charge of a Deputy Inspector General of Police and consists of a number of districts. Superintendents of Police are in charge of each of the districts; the Superintendent is assisted by one or more Assistant/Deputy Superintendents of Police designated as Sub-divisional Police Officers, each in charge of a Police sub-division.

61.4. A sub-division is further divided into circles, each of which is under an Inspector of Police. A circle is sub-divided into Police Station areas, each of which is under a Sub-Inspector of Police with a complement of Head Constables and Police Constables. At each district headquarters and at selected places, there is a body of Armed Police called the District Armed Reserve. This force is meant for dealing promptly with all ordinary local disturbances. There is also a Special Branch with a complement of executive officers under the control of Superintendent of Police for purposes of collection of political Intelligence. Each district is provided with a District Intelligence Bureau for the purpose of collection, collation and dissemination of information about crimes and criminals. There is also a Bureau for collecting intelligence about Prohibition offences in each district. The policy of prohibition has undergone a material change to the extent of virtual abolition; the Commission accordingly recommends that the staff entrusted with this work may be abolished in those districts where prohibition is removed. These Bureaux function under the control of the Superintendents of Police of the Districts.

61.5. The Criminal Investigation Department is under the control and supervision of a Deputy Inspector General of Police and has two branches, namely, (1) the Special Branch and (2) the Crime Branch including the Criminal Intelli-

gence Section. The Crime Branch has also a Finger Print Bureau under the charge of a Director who is assisted by Experts.

61.6. The Indian Railways which run through the State of Mysore constitute a separate police district in charge of a Superintendent.

61.7. The Police Wireless which provides a system of Radio Communication in all the district headquarters and at certain other selected places for facilitating quick communications between various police officers is under the charge of a Superintendent of Police (Wireless), who is assisted by a Deputy Superintendent of Police and other technical staff. The Forensic Science Laboratory is under the control of a Director who is assisted by two Assistant Directors. Besides the above, there are Police Training Institutions, Mysore State Reserve Police, Mounted and Dis-mounted Companies and Police Band Units in the Department.

61.8. The Bangalore City Police is under the direct charge of a Deputy Inspector General of Police designated as the Commissioner of Police. He is assisted by five Deputy Commissioners of Police of the rank of Superintendents of Police, who are in charge of law and order, Crime, Traffic and Armed Reserve.

Special scales of pay for the Police Wireless Wing

61.9. It was represented to the Commission that the Police Wireless Wing should be constituted as a technical wing of the Department with separate scales of pay. After examining various aspects of the matter, the Commission recommends that the Wireless Wing may be treated as a Technical Wing with scales of pay different from those of the regular executive police force.

Additional Posts of Assistant/Deputy Superintendents of Police

61.10. It was also represented to the Commission that while the general pattern for the administration of the Police Department in any District was to have a Superintendent of Police with Assistant/Deputy Superintendent of Police in each of the Sub-divisions, the general pattern had not been followed in respect of North Kanara and Bangalore Districts. It was also represented that in respect of the Railway Police the entire establishment for the State was headed by a Superintendent of Police and that there was no assistance to the Superintendent. Taking into consideration the nature of the duties of the Superintendents of Police and the need for assistance, the Commission recommends that three additional posts of Deputy/Assistant Superintendents of Police may be created, one each for North Kanara and Bangalore Districts and one for the Railway Police.

Upkeep and maintenance of transport

61.11. It was also represented that there was need to have a Mechanical Engineer of the rank of Superintendent of Police to be in charge of the transport vehicles of the Department and to look after the workshops under its control. The Commission has recommended in Chapter 9 that the vehicles of all Departments might be placed in a common pool and that combined workshops might be established to look after their needs instead of each of the departments having its

own workshop, as such a common arrangement would result in economy and increase in efficiency. In consideration of the nature of the work to be attended to by the Police Department it may be necessary for some vehicles being kept outside the pool and directly under the control of the Officers of the Police Department. The Commission recommends that a detailed assessment may be made of the requirements of the Department and the absolute minimum placed thus exclusively at the disposal of the officers of this Department. The other vehicles of even this Department could be placed in the Pool. So far as Workshop and servicing facilities are concerned, the vehicles of this Department might also be sent to the Regional Workshops and the District Service Stations which the Commission has recommended might be set up.

Police Wing in the Department of Drugs Control

61.12. It was submitted on behalf of the Department of Drugs Control that there was need for a separate Police Wing in the Department, as it was not always possible to get the help of the Police Department in time. The Commission has examined the matter and is of the view that the regular Police can render such assistance as the Department of Drugs Control requires and that there is no need to constitute a separate Police Cell in that Department. Government may issue general instructions to all Superintendents of Police to respond immediately to requests for assistance from the Drugs Controller.

Cadre and Recruitment Rules and Scales of pay

61.13. The higher posts, viz., those of Inspector General of Police and Deputy Inspectors General of Police, Commissioner and Deputy Commissioners of Police, most of the posts of Superintendents and all the posts of Assistant Superintendents are held by Officers of the Indian Police Service.

(i) Police Wireless Wing

Superintendent of Police (Wireless): (1) (Rs. 600—40—1,000).

61.14. As per the Cadre and Recruitment Rules, the post of the Superintendent can be filled by promotion from the cadre of Deputy Superintendents of Police (Wireless) who have put in not less than 5 years of service or by direct recruitment. The qualification prescribed for direct recruitment is a B.Sc. (Engineering) degree in Tele-communication/Radio Engineering or equivalent qualification and five years' practical and administrative experience in a Radio Communication organisation. The period of probation is two years. The mode of recruitment to the post is adequate and may continue. In view of the high degree of specialisation required for the post and the recommendation of the Commission that the Wireless Wing is to be treated as a Technical Wing of the Police Department, the scale of pay for the post of Superintendent of Police (Wireless) may be Rs. 700—40—900—50—1,200).

Deputy Superintendent of Police (Wireless): (1) (Rs. 300—20—400—25—600).

61.15. This post is filled either by promotion from among Police Inspectors (Wireless) who have put in at least 5 years of service, or by direct recruitment. The qualification prescribed for a direct recruit is a B.Sc. (Engineering) degree

in Tele-communication/Radio Engineering or equivalent qualification and three years of practical and administrative experience in a Radio Communication Organisation. The existing modes of recruitment are adequate and may be retained. The scale of pay for this post may be Rs. 450—30—660—EB—40—900.

Non-Gazetted

Inspectors of Police (Wireless): (5) (Rs. 225—10—285—15—375 + Special pay of Rs. 30 per month).

61.16. These posts are filled by selection from the cadre of Police Sub-Inspectors (Wireless) who have put in at least 6 years of service. This mode of recruitment may continue. The scale of pay for these posts may be Rs. 300—25—550—EB—30—700.

Sub-Inspectors of Police (Wireless): (9) (Rs. 150—8—190—10—270 + Special Pay Rs. 20 p.m.).

61.17. Fifty per cent of the posts are filled by promotion by selection from the cadres of Senior Radio Mechanics, Assistant Sub-Inspectors (Wireless)/Assistant Sub-Inspectors (Electricians) and Assistant Sub-Inspectors (Radio Mechanics), who have put in not less than 5 years of service in the cadre. The other 50 per cent of the posts are filled up by direct recruitment. The qualification prescribed for direct recruitment is a degree in Science with Physics and Mathematics as major subjects and a Diploma in Tele-communications. The selected candidates have to undergo training for one year in the Police Training College and the period of probation is two years. The existing modes of recruitment may continue. The scale of pay for these posts may be Rs. 225—10—305—15—350—EB—20—450.

Senior Radio Mechanics: (4) (Rs. 110—5—150—6—180—10—200 + Special Pay of Rs. 15 p. m.),

61.18 These posts are filled by promotion by selection from the cadre of Assistant Sub-Inspectors (Electricians) and Assistant Sub-Inspectors (Radio Mechanics). The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

Assistant Sub-Inspectors (Wireless): (28) (Rs. 110—3—140 + Special Pay of Rs. 12 p. m.)

61.19. According to the Cadre and Recruitment Rules, these posts are filled by promotion by selection from the cadre of Head Constables (Wireless). The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

Assistant Sub-Inspectors (Electricians): (2) (Rs. 110—3—140 + Special Pay of Rs. 12 p. m.)

61.20. Fifty per cent of these posts are filled by promotion from the cadre of Head Constables (Wireless) and Police Constables (Wireless) and the other 50 per cent by direct recruitment from among candidates who have passed the S. S. L. C.

examination and possess a Diploma in Electrical Wiring and Technology from a recognised Institution. The Commission suggests that the promotional quota may be filled up only from the cadre of Head Constables (Wireless). The Rules of Recruitment may be amended suitably. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

Assistant Sub-Inspectors (Radio Mechanic): (8) (Rs. 110—3—140+Special Pay of Rs. 12 per month).

61.21. Fifty per cent of these posts are filled up by promotion from the cadre of Head Constables (Wireless) and Police Constables (Wireless) and the other 50 per cent by direct recruitment from among the candidates who have passed the S. S. L. C. Examination and hold a Diploma in Radio Engineering from a recognised Institution. The Commission suggests that the promotional quota may be filled up only from the cadre of Head Constables (Wireless). The Rules of Recruitment may be amended accordingly. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

Head Constables (Wireless): (89) (Rs. 85—2—105+Special Pay of Rs. 8 per month).

61.22. These posts are filled by promotion by selection from the cadre of Police Constables (Wireless). This mode of recruitment may continue. The scale of pay for these posts may be Rs. 130—5—170—6—200—EB—10—240.

Police Constables (Wireless): (157) (Rs. 65—1—70—2—90+Special Pay of Rs. 5 per month).

61.23. These posts are filled by direct recruitment by selection or by transfer from the Armed Reserve Police, Mysore State Reserve Police or Civil Police. The qualifications prescribed for direct recruitment are a pass in the S. S. L. C. examination or equivalent examination and Training for 6 months in the Police Training School. The existing mode of recruitment may continue. The candidates have to undergo one year's training in Wireless. The period of probation is 2 years. The scale of pay of Rs. 85—2—95—3—125—EB—4—145 may be fixed for them.

(ii) *Police Special Branch, Civil Police, District/City Armed Reserve Police, Mounted and Dismounted Police Guards, etc.*

Gazetted.

Superintendent of Police (Non-I.P.S.): (1) (Rs. 450—30—660—40—900)

61.24. The post is filled by promotion from the cadre of Deputy Superintendents of Police on the basis of seniority-cum-merit. The mode of recruitment is adequate and may be continued. The scale of pay for this post may be Rs. 600—40—1,000.

Commandant, Dismounted Company, Palace Guards: (1) (Rs. 450—30—660—40—900)

61.25. The post is filled by promotion from the cadre of Deputy Superintendents of Police (Armed Reserve) on the basis of seniority-cum-merit, or by

transfer from the cadre of Superintendents of Police of the State service. These modes of recruitment are adequate and may continue. The scale of pay for this post may be Rs. 600—40—1000.

Commandant. Mounted Company, Palace Guards : (1) (Rs. 450—30—660—40—900)

61.26. As per the Cadre and Recruitment Rules, this post is filled by direct recruitment. The qualification prescribed for the post is a degree of a University and Equitation and Remount Training, preference being given to a candidate holding a Commissioned rank in the Army. The period of probation is two years. The mode of recruitment to this post is adequate and may be continued. The scale of pay for this post may be Rs. 600—40—1000.

Deputy Superintendents of Police : (73) (Rs. 300—20—400—25—600)

61.27. As per the Cadre and Recruitment Rules, 66 $\frac{2}{3}$ per cent of these posts are filled by promotion from among Inspectors of Police (Civil) who have put in not less than five years of service. 33 $\frac{1}{3}$ per cent of the posts are filled by direct recruitment by holding a competitive examination. The qualification prescribed is a degree of a University. The selected candidates have to undergo a course of training in the Police Training College for one year and a course of practical training for another year. The period of probation is two years. These methods of recruitment to the posts are adequate and may continue.

61.28. It was represented to the Commission that the posts of Deputy Superintendents of Police which are now in Class II Cadre might be upgraded to Class I cadre and equated with the posts of Assistant Commissioners of the Mysore Administrative Service, who are also sub-divisional officers. After taking into account the nature of duties and responsibilities of the posts of the Deputy Superintendents of Police, the Commission recommends that the posts of Deputy Superintendents of Police may be upgraded to Class I cadre and that the scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

Director, Finger Print Bureau : (1) (Rs. 300—20—400—25—600)

61.29. The post is filled by promotion from the cadre of Police Inspectors, Finger Print Bureau, on the basis of seniority-cum-merit or by transfer from the cadre of Deputy Superintendents of Police, having experience in the Finger Print Bureau work. These modes of recruitment are adequate. The scale of pay for this post may be Rs. 400—30—700—EB—40—900.

Financial Assistant : (1) (Rs. 350—25—650—30—800)

61.30. The post is filled up by taking on deputation Accounts Officer from the State Accounts Department and the same mode of recruitment might continue. The scale of pay for the post may be the same as for similar posts in the parent Department.

Non-Gazetted

Police Inspectors : (290) (Rs. 225—10—285—15—375)

61.31. As per the Cadre and Recruitment Rules, the posts of Police Inspectors of all the Branches are filled up by promotion from the cadre of Sub-Inspectors of the respective Branches only. The seniority is maintained separately for this cadre of posts for different branches. The existing mode of recruitment to this cadre may continue. It was represented that the posts of Police Inspectors might be upgraded to Gazetted Class II cadre on the pattern prevailing in Maharashtra. Taking into account the nature of duties, responsibilities and functions of the posts of Police Inspectors, the Commission recommends that the Police Inspectors may be upgraded to the Gazetted Class II cadre and that the scale of pay for these posts may be revised as Rs. 275—20—375—EB—25—525.

<i>Sub-Inspectors (Civil)</i>	}	(1039) Rs. (150—8—190—10—270)
<i>Reserve Sub-Inspectors</i>		
<i>Band Sub-Inspectors</i>		
<i>Women Sub-Inspectors, etc :</i>		

61.32. The posts of Sub-Inspectors of Police are filled either by promotion from the cadre of Assistant Sub-Inspectors and Head Constables or by direct recruitment. 33½ per cent of the posts are filled by promotion and 66½ per cent are filled by direct recruitment in the Civil Branch; 50 per cent by direct recruitment and 50 per cent by promotion in the City Armed Reserve Branch; and all posts are filled by direct recruitment in the Finger Print Bureau and in the Women Police Branch. The educational qualification prescribed for a direct recruit is a degree of a University. The existing modes of recruitment may continue. The selected candidates have to undergo training for one year in the Police Training College and six months' practical training in any district. The period of probation is two and a half years including the period of training. In other branches, the posts of Sub-Inspectors are filled by promotion from the cadre of Assistant Sub-Inspectors and Head Constables. The existing modes of recruitment to these posts are adequate and may continue. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

<i>Assistant Sub-Inspectors</i>	}	(312) (Rs. 110—3—140)
<i>and Reserve Assistant</i>		
<i>Sub-Inspectors, Women</i>		
<i>Assistant Sub-Inspectors, etc :</i>		

61.33. According to the existing Cadre and Recruitment Rules, these posts in different branches are filled by promotion from among the Head Constables of the respective branches, and the same mode of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 140—5—150—8—190—EB—10—260—15—290.

Head Constables, Women Head Constables, etc : (4,825) (Rs. 85—2—105)

61.34. These posts in different Branches are filled by promotion from the cadre of Police Constables of the respective branches. The present mode of

recruitment may continue. The scale of pay of Rs. 95—3—125—4—145—EB—5—200 may be fixed for these posts.

Police Constables (including Women Constables): (22216) (Rs. 65—1—70—2—90).

61.35. The posts of Constables in the different Branches are filled by direct recruitment of persons who have passed the VIII Standard or equivalent examination. The existing mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 80—2—90—3—120—4—140.

Chief Reporters: (3) (Rs. 225—10—285—15—375)

Reporters: (17) (Rs. 110—5—150—8—190—10—260—15—320)

61.36. At present, there are no Cadre and Recruitment Rules for the posts of Reporters. It has been proposed that the posts may be filled either by direct recruitment or by transfer from the cadre of Senior Stenographers or from the cadre of Sub-Inspectors of Police who possess the prescribed qualification in Stenography and Typewriting. The qualification proposed for direct recruitment is a degree or equivalent examination and a pass in Senior Shorthand examination and Senior Typewriting examination. The proposed modes of recruitment are adequate and may be adopted. The Reporters are in the scale of pay of Rs. 110—320. It was represented to the Commission that in view of the arduous nature of work of the Reporters in the Police Department, they should be given a scale of pay equal to that for the Reporters in the Legislature. Taking into consideration the nature of their duties and responsibilities, the scale of pay for Reporters may be revised as Rs. 175—10—275—15—350—EB—20—450.

61.37. The three posts of Chief Reporters are the promotional posts available for the Reporters. The scale of pay for the Chief Reporters may be revised as Rs. 250—10—300—15—420—EB—20—500.

Band Master: English Band: (1) } (Rs. 225—10—285—15—375)
Karnatik Band: (1) }

61.38. These posts are filled by direct recruitment from among persons who possess the qualification of the Fellowship of the Trinity College of London or equivalent qualification for English Band Master, and a pass in proficiency examination in Instrumental music or equivalent qualification in Karnatic Band Master. The existing modes of recruitment may continue. The period of probation is two years. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

Assistant Band Master: English Band: (1) } (Rs. 150—8—190—10—270.)
Karnatic Band: (1) }

61.39. The post of Assistant Band Master (English Band) is filled by promotion from the cadre of Musicians (English Band) who have put in a service of at least 2 years. The post of Assistant Band Master (Karnatic) is filled up by direct recruitment from among persons who have passed a proficiency examination

in Instrumental Music or have acquired equivalent qualification. The existing modes of recruitment to the posts may continue. The period of probation is two years. Their scale of pay may be fixed as Rs. 175—10—275—15—350—EB—20—450.

Musicians : English Band)
Karnatic Band { (80) (Rs. 80—3—125)

61.40. These posts are filled by direct recruitment. The qualification prescribed are Licentiate of the Trinity College of London or equivalent examination for English Band Musicians and a pass in proficiency examination in Instrumental Music or equivalent examination for Karnatic Band Musicians. The existing modes of recruitment may continue. The period of probation is two years. Their scale of pay may be fixed as Rs. 110—4—130—5—170—EB—6—200.

Chemist : (1) (Rs. 150—8—190—10—320—15—350)

61.41. This post is filled by direct recruitment, the prescribed qualification being a I Class B.Sc. degree or a II Class Master's degree in Chemistry. As this is an isolated post, it is suggested that it may be filled by taking on deputation an Officer holding a corresponding post in the Department of Health and Family Planning Services and that the lien of the present incumbent may be shifted against a corresponding post in the Department of Health and Family Planning Services. The scale of pay for the post of Chemist may be the same as for corresponding posts in the parent Department.

Photographers : (2) (Rs. 100—5—150—6—180—10—200)

61.42. These posts are filled by direct recruitment from among the candidates who have passed the S. S. L. C. or equivalent examination and possess a Diploma in Cinematography and knowledge of handling Rylex, Movie and field cameras. The Commission suggests that the posts of Photographers may be filled by taking on deputation officials with requisite qualification from the Department of Information and Tourism. The liens of the present incumbents may be shifted against corresponding posts in the Department of Information and Tourism. The scale of pay for these posts may be the same as for similar posts in the parent department.

(iii) Forensic Science Laboratory

61.43. The Forensic Science Laboratory has been established recently and the Director was appointed on 1st August 1967. The Inspector General of Police has stated that the Laboratory is still in the process of being equipped and that it would be premature to offer any recommendation for improvement of the scales of pay of posts in the Laboratory.

Director : (1) (Rs. 740—40—1100—50—1250—50—1300)

61.44. The post is filled either by promotion from the cadre of Assistant Directors or by direct recruitment. The minimum qualification prescribed for the

post of the Director is a M.Sc. Degree in Chemistry/Physics/Botany/Physiology/Zoology/Forensic Science or Medicine with a Degree in Chemistry and 10 years' research experience in any of these subjects. The period of probation is 2 years. The mode of recruitment is adequate and may be continued. The scale of pay for the post may be Rs. 800—40—1000—50—1200.

Assistant Directors : (2) (Rs. 400—400—450—30—600—35—670—EB—35—950)

61.45. The Rules of Recruitment provide that these posts may be filled by promotion of Scientific Assistants or by direct recruitment. For direct recruitment, the qualification prescribed is a M.Sc. Degree in Chemistry/Botany/Zoology/Forensic Science of a recognised University or its equivalent examination. The period of probation is 2 years. The present mode of recruitment to the posts is adequate and may continue. The scale of pay for these posts may be Rs. 450—30—660—EB—40—900.

Scientific Assistants : (3) (Rs. 160—10—330)

61.46. These posts are filled by direct recruitment from among candidates having a Degree in Chemistry/Botany/Zoology. The period of probation is two years. The present mode of recruitment to these posts is adequate. Considering that the qualification prescribed for these posts is only a degree in Science, the Commission considers that the present scale of pay for the posts is high and recommends that the scale of pay for the posts may be fixed as Rs. 140—5—150—8—190—EB—10—260—15—290. As the existing scale of pay is higher than what is recommended, the present incumbents of these posts may be allowed to retain it if they so desire.

61.47. The other categories of posts in the Department are as follows :

Sl. No.	Designations	No. of posts	Scale of Pay
1	2	3	4
			Rs.
1	Chief Accountant	...	1 220—10—320—15—440
2	Managers	...	3 225—10—285—15—375
3	Manager	...	1 180—10—320
4	Managers/Section Superintendents	...	53 150—8—190—10—270
5	I Division Clerks	...	2 120—5—150—8—190—10—240
6	I Division Clerks	...	211 110—5—150—6—180—10—220
7	II Division Clerks	...	439 80—3—110—4—130—5—150
8	III Division Clerks	...	42 70—1—80—2—100
9	Stenographers	...	11 110—5—150—8—190—10—260—15—320
10	Stenographers	...	6 110—5—150—6—180—10—220+Special Pay of Rs. 30 Per Month
11	Junior Stenographers	...	21 80—3—110—4—130—5—150+Special Pay of Rs. 20 Per Month
12	Typists	...	132 80—3—110—4—130—5—150+Special Pay of Rs. 10 Per Month
13	Tradesman, Class I	...	12 120—3—150—5—175
14	Tradesman, Class II	...	12 80—3—110—4—130—5—150

1	2	3	4
15	Tradesman, Class III	...	18 65—1—70—2—80—3—110
16	Turner	...	1 80—3—110
17	Garage Assistants	...	3 65—1—70—2—90
18	Assistant Greasers	...	4 55—1—65—2—75
19	Jamedar Follower in M.S.R.P.	...	2 85—2—105
20	Followers	...	178 65—1—70—2—90
21	Followers in PTC	...	141 50—1—60
22	Jamedar	...	1 60—1—70—2—90
23	Daffedar	...	1 65—2—85
24	Attenders	...	6 70—2—80
25	Dalayats/Peons	...	313 50—1—60
26	Darji	...	1 65—1—70—2—90
27	Mochi	...	1 70—2—90
28	Launch Drivers	...	4 100—5—150—6—180—10—200
29	Dingi Drivers	...	3 80—3—110—4—130—5—140
30	Helsmen	...	3 85—2—105
31	Khalasi	...	11 65—1—70—2—90

61.48. The scales of pay for these officials at Sl. Numbers 1 to 12 and 22 to 25 may be the same as those for officials holding comparable posts in other departments and those for others with no comparable posts may be as follows :

Sl. No.	Designation	Recommended scale of pay
		Rs.
1	Tradesmen, Class I	... 140—5—150—8—190—EB—10—260—15—290
2	Tradesmen, Class II	... 95—3—125—4—145—EB—5—200
3	Tradesmen Class III	... 80—2—90—3—120—4—140
4	Turner	... 95—3—125—4—145—EB—5—200
5	Garage Assistant	... 80—2—90—3—120—4—140
6	Assistant Greasers	... 65—1—75—2—95
7	Jamedar Follower in M.A.R.P.	... 95—3—125—4—145—EB—5—200
8	Followers	... 80—2—90—3—120—4—130
9	Followers in P.T.C.	... 60—1—80—2—90
10	Darji	... 80—2—90—3—120—4—140
11	Mochi	... 85—2—95—3—125—4—145
12	Launch Drivers	... 130—5—170—6—200—EB—10—240
13	Dingi Drivers	... 95—3—125—4—145—EB—5—200
14	Helsmen	... 95—3—125—4—145—EB—5—200
15	Kalasi	... 80—2—90—3—120—4—140

61.49. It was represented to the Commission that the posts of Managers in the Offices of the Inspector General of Police, the Commissioner of Police and the Deputy Inspectors General of Police and the post of Superintendent in the State Special Branch might be upgraded to Gazetted Class I cadre and the posts of Managers in the Offices of the Superintendents of Police might be upgraded to Gazetted Class II cadre. The Commission has considered this matter and recommends that one of the three posts of Managers in grade Rs. 225—375 may be

upgraded as the post of Headquarters Assistant in the Office of the Inspector General of Police in grade Rs. 275—20—375—EB—25—525 and filled by promotion from the cadre of Managers on the basis of seniority-*cum*-merit. The Cadre and Recruitment Rules may be framed accordingly. The other posts of Managers may be placed in the cadre of Managers as in other Departments both at State and at District levels as recommended in Chapter 4.

61.50. It was also represented to the Commission that direct recruitment for the posts of I Division Clerks in the department might be suspended for at least ten years, since a large number of II Division Clerks were stagnating without promotion for periods ranging from 10 to 18 years and that the posts of I Division Clerks might be made wholly promotional posts. After considering all the aspects of the matter, the Commission suggests that in order to improve the prospects for promotion of II Division Clerks in the Police Department, the present fifty per cent quota for direct recruitment may be reduced to 33½ per cent and that the promotional quota may be raised to 66½ per cent. Necessary modifications may be effected in the Cadre and Recruitment Rules of the Department.

Special Pay

61.51. The Police Department accounts for the largest number of cases of Special Pays. This is because in a large number of cases the executive staff is appointed to posts carrying specialised or technical duties and given special pay to bring their emoluments in line with those admissible to persons holding corresponding posts in other departments.

61.52. The Commission has reviewed the case of posts carrying special pay in the Police Department and makes the following recommendations :

Sl. No.	Designations	No. of posts	Amount of Special Pay	Reasons for the grant of Special Pay	Remarks
1	2	3	4	5	6
I. State Special Branch, C. I. D. and Finger Print Bureau					
			Rs.		
1	Superintendents of Police ...	3	75	The nature of work requires extraordinary ability to handle delicate situations.	Special Pay may be continued.
2	Deputy Superintendents of Police	15	50		
3	Police Inspectors ...	51	30		
4	Sub-Inspectors ...	108	20	To have persons of rich experience in crime investigation and also of proven integrity and devotion to duty.	
5	Assistant Sub-Inspectors ...	...	...
6	Head Constables ...	98	8		
7	Police Constables ...	126	5		
II. State Special Branch					
1	I Division Clerks	26	10		
2	II Division Clerks				
III. Drivers					
1	Head Constables ...	147	10	Arduous nature of their duties and technical nature of their job.	May be continued.
2	Police Constables Drivers...	179	8		

1	2	3	4	5	6
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IV. District Intelligence Bureau and District Special Branch

1	Sub-Inspectors	... 42	10	} Arduous and also the additional responsibility cast on them.	May be continued.
2	Head Constables	... 168	5		
3	Police Constables	... 6	3		

V. Police Training College, Mysore and Channapatna

1	Police Inspectors	... 17	25	} With a view to having persons of unimpeachable integrity, with a good record of Police work and having special aptitude for imparting instructions to trainees to train raw recruits into Police officers capable of shouldering the heavy responsibilities.	Special pay may be continued.
2	Sub-Inspectors	... 50	10		
3	Head Constables	... 137	5		

VI. Mysore Government Orchestra and Mysore Government Band

1	Band Masters	... 2	20	} A sort of proficiency pay or Special Pay.	Special pay may be continued in the case of the Daffedar as it is a part-time allowance ; but such Special pay may be discontinued in the case of others as their scales of pay are fixed on the consideration of the nature of duties.
2	Assistant Band Master	... 1	10		
3	Daffedar	... 1	5		
4	Musicians	... 80	9 6		

VII. Bangalore City Special Branch

1	Assistant Commissioner of Police.	1	50	} Arduous nature of duties.	May be continued.
2	Police Inspectors	... 6	30		
3	Sub-Inspectors	... 14	20		
4	Head Constables	... 30	8		
5	Police Constables	... 27	5		

VIII. Watchers' Organisation Staff

1	Head Constables	... 6	8	} To Watch movements of the suspects covertly without giving any resemblance to the suspects that they are being watched.	May be continued.
2	Police Constables	... 12	5		

IX. Security Staff posted to Raj Bhavan

1	Reserve Inspectors	... 2	30	} Arduous nature of duties and responsibility.	May be continued.
2	Head Constable Driver	... 1	8		
3	Police Constable Driver	.. 1	5		

X. Motor Cycle Riders of Bangalore City Police

1	Head Constables	... 4	10	} In view of arduous nature of duties.	May be continued.
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1	2	3	4	5	6
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XI. Armourers, Allowance

1	Head Constables	} Higher degree of technical proficiency.	May be given in the case of Head Constables and Constables (Rs. 20.00 for Head Constables).
2	Police Constables	17	15		

XII. Miscellaneous

1	Senior Stenographers	2	30	} Higher responsibilities involved in maintaining Stores and their accounts. For handling Cash.	May be continued.
2	Junior Stenographers	11	20		
3	Typists	82	10		
4	Store Keeper	1	10%		
5	Assistant Store Keeper	1	10%		
6	Cashier	1	10		

Cleaners

1	Police Constables	86	5	} For doing the work of cleaning the vehicles in addition to the regular police work.	May be continued.
1	Police Constables	70	7		
1	Head Constable Mechanics	13	12	} Arduous nature of their duties and Technical nature of their job.	
2	Police Constable Mechanics	3	8		

Shortand Reporters

1	Chief Reporters	3	25	} Arduous and specialised nature of duties.	May be discontinued in view of the revised scale of pay.
2	Reporters	17	20		

Station Writers

1	Head Constables	261	8	} Clerical Work	May be continued.
2	Police Constables	358	5		

Police Wireless

1	Police Inspectors	...	5	30	} Technical nature of work.	May be discontinued in view of the fact that separate scales of pay are recommended for different categories of posts in the Police Radio Wing.
2	Sub-Inspectors	...	9	20		
3	Assistant Sub-Inspectors	28	12			
4	Head Constables	...	86	8		
5	Police Constables	...	157	5		
6	Senior Radio Mechanics	4	15			
7	Junior Radio Mechanics	8	12			
8	Electricians	...	2	10		

Prosecution Duty

1	Police Inspectors	...	4	25	}	May be discontinued
2	Sub-Inspectors	...	10	15		

Delegation of Powers

61.53. All the powers now vested in the Inspector General of Police under the Manual of Financial Powers may continue.

61.54. The Inspector General of Police has proposed that certain additional financial powers might be given to the Inspector General of Police, Deputy Inspectors General of Police and Superintendents of Police as indicated below :

I. Inspector General of Police

1. To sanction expenditure upto Rs. 1,000 each on district and other local exhibitions and upto Rs. 3,000 on any one exhibition at Bangalore and Mysore in a year.
2. To employ part-time menials upto Rs. 75 per head per month for a period not exceeding 3 years.
3. To sanction payment of feeding charges to Constables and other similar categories subject to a limit of Rs. 3 per head per day only during emergency for periods less than a month (Nominal rolls being maintained).
4. To sanction recurring contingent charges provided a limit of Rs. 75 per month is not exceeded without the time limit prescribed.
5. To sanction payment of barricading charges on important occasions such as Dasara, "Birthday", visits of very important personalities, etc., upto a limit of Rs. 1,000 for each occasion.
6. To sanction purchase of table fans not exceeding Rs. 200 each.
7. To sanction purchase and repair of Radio equipment and spares upto a limit of Rs. 10,000 per annum.
8. To sanction ordinary contingent charges upto Rs. 200 per item.

II. Deputy Inspectors General of Police

1. To sanction contingent expenditure upto Rs. 100 per item.
2. To sanction the payment of barricading charges upto a limit of Rs. 300 on important occasions such as Dasara, "Birth day", visits of very important personalities, etc.

III. Superintendents General of Police

1. To purchase stationery and allied articles upto Rs. 50 at a time subject to annual limit of Rs. 200 (This power is to be exercised when supplies are not received in time from the Stationery Depot in emergent cases).
2. To sanction ordinary contingent charges upto Rs. 50 per item.

61.55. The Commission recommends that the powers mentioned under serial Nos. 3,5,6 and 7 may be delegated to the Inspector General of Police; powers under Serial No. 2 to Deputy Inspectors General of Police; and powers under Serial Number 1 to Superintendents of Police.

CHAPTER 61

Police Department

Sl. No.	Designation	No. of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	Inspector General of Police	1	Rs. I.P.S.	Rs. I.P.S.	
2	Deputy Inspector General of Police	1	do	do	
3	Commissioner of Police	1	do	do	
4	Deputy Commissioner of Police	1	do	do	
5	Superintendent of Police (Wireless)	1	600-40-1,000	700-40-900-50-1,200	
6	Deputy Superintendent of Police (Wireless)	1	300-20-400-25-600	450-30-660-EB-40-900	
7	Inspector (Wireless)	5	225-10-285-15-375 + Special Pay Rs. 30 p.m.	300-25-550-EB-30-700	
8	Sub-Inspector (Wireless)	9	150-8-190-10-270+Special Pay Rs. 20. p.m.	225-10-305-15-350-EB-20-450	
9	Senior Radio Mechanic	4	110-4-150-6-180-10-200 + Special Pay Rs. 15 p.m.	200-10-280-15-370-EB-20-450	
10	Assistant Sub-Inspector (Wireless)	28	110-3-140 + Special Pay Rs. 12 p.m.	175-10-275-15-350-EB-20-450	
11	Assistant Sub-Inspector (Electrician)	2	110-3-140 + Special Pay Rs. 12 p.m.	175-10-275-15-350-EB-20-450	
12	Assistant Sub-Inspector (Radio Mechanic)	8	110-3-140 + Special Pay Rs. 12 p.m.	175-10-275-15-350-EB-20-450	
13	Head Constable (Wireless)	89	85-2-105+Special Pay Rs. 8 p.m.	130-5-170-6-200-EB-10-240	
14	Police Constable (Wireless)	157	65-1-70-2-90 + Special Pay Rs. 5 p.m.	85-2-95-3-125-EB-4-145	
15	Superintendent of Police	1	450-30-660-40-900 (Non-I.P.S.)	600-40-1000	
16	Commandant, Dismounted Company, Palace Guards.	1	450-30-660-40-900	600-40-1000	
17	Commandant, Mounted Company, Palace Guards.	1	450-30-660-40-900	600-40-1000	

Police Department (contd.)

Sl. No.	Designation.	Number of posts.	Existing scale of pay and Special Pay.	Recommended scale of pay and Special Pay.	Remarks.
			Rs.	Rs.	
18	Deputy Superintendent of Police	73	300—20—400—25—600	400—30—700—EB—40—900	
19	Director, Finger Print Bureau	1	300—20—400—25—600	400—30—700—EB—40—900	
20	Financial Assistant	1	350—25—650—30—800	400—30—700—EB—40—900	
21	Police Inspector	290	225—10—285—15—375	275—20—375—EB—25—525	
22	Sub-Inspector (Civil) Reserve Sub-Inspector, Band Sub-Inspector, Women Sub-Inspector.	1039	150—8—190—10—270	175—10—275—15—350—EB—20—450	
23	Assistant Sub-Inspector and Reserve Asst. Sub-Inspector, Women Asst. Sub-Inspector.	312	110—3—140	140—5—150—8—190—EB—10—260—15—290.	
24	Head Constable, Woman Head Constable	4825	85—2—105	95—3—125—4—145—EB—5—200	
25	Constable, Woman Constable	22216	65—1—70—2—90	80—2—90—3—120—4—140	
26	Chief Reporter	3	225—10—285—15—375	250—10—300—15—420—EB—20—500	
27	Reporter	17	110—5—150—8—190—10—260—15—320	175—10—275—15—350—EB—20—450	
28	Band Master, English Band	1}	225—10—285—15—375	275—20—375—EB—25—525	
29	Assistant Band Master, English Band, Karnatic Band	2	150—8—190—10—270	175—10—275—15—350—EB—20—450	
30	Macicians: English Band Karnatic Band	80	80—3—125	110—4—130—5—170—EB—6—200	
31	Chemist	1	150—8—190—10—320—15—350	140—5—150—8—190—EB—10—260—15—290	
32	Photographer	2	100—5—150—6—180—10—200	175—10—275—15—350—EB—20—450	
33	Director	1	740—40—1100—50—1250—50—1300	800—40—1000—50—1200	
34	Assistant Director	2	400—400—450—30—600—35—670—EB—35—950	450—30—660—EB—40—900	

Police Department (Contd.)

No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
35	Scientific Assistant	...	3 160-10-330	140-5-150-8-190-EB-10-260-15-290	
36	Chief Accountant	...	1 220-10-320-15-440	250-10-300-15-420-EB-20-500	
37	Manager	...	3 225-10-285-15-375	250-10-300-15-420-EB-20-500	
38	Manager	...	1 180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent Grade-I.
39	Manager/Section Superintendent	...	53 150-8-190-10-270	175-10-275-15-350-EB-20-450	
40	I Division Clerk	...	2 120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
41	I Division Clerk	...	211 110-5-150-8-180-10-220		
42	II Division Clerk	...	439 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
43	III Division Clerk	...	42 70-1-80-2-100	85-2-95-3-125-EB-4-145	
44	Stenographer	...	11 110-5-150-8-190-10-260-320	175-10-275-15-350-EB-20-540	
45	Stenographer	...	6 110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290+Spl. pay Rs. 30 p.m.	
46	Junior Stenographer	...	21 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200+Spl. pay Rs. 20 p.m.	
47	Typist	...	132 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200+Spl. pay Rs. 10 p.m.	
48	Tradesman Class I	...	12 120-3-150-5-175	140-5-150-8-190-EB-10-260-15-290	
49	Tradesman Class II	...	12 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
50	Tradesman Class III	...	18 65-1-70-2-80-3-110	80-2-90-3-120-4-140	
51	Turner	...	1 80-3-110	95-3-125-4-145-EB-5-200	
52	Garage Assistant	...	3 65-1-70-2-90	80-2-90-3-120-4-140	
53	Assistant Greaser	...	4 55-1-65-2-75	65-1-75-2-95	
54	Jamedar Follower in M. S. R. P.	...	2 85-2-105	95-3-125-4-145-EB-5-200	

Police Department—(concl.)

No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
55	Follower	...	65-1-70-2-90	80-2-90-3-120-4-140	
56	Follower in PTC	...	50-1-60	60-1-80-2-90	
57	Jamedar	...	60-1-70-2-90	85-2-95-3-125-EB-4-145	
58	Daffedar	...	65-2-85	80-2-90-3-120-4-140	
59	Attender	...	70-2-90	85-2-95-3-125-EB-4-145	
60	Dalayati/Peon	...	50-1-60	60-1-80-2-90	
61	Darji	...	65-1-70-2-90	80-2-90-3-120-4-140	
62	Mochi	...	70-2-90	85-2-95-3-125-EB-4-145	
63	Launch Driver	...	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240	
64	Dingi Driver	...	80-3-110-4-130-5-140	} 95-3-125-4-145-EB-5-200	
65	Helsman	...	85-2-105		
66	Khalasi	...	65-1-70-2-90	80-2-90-3-120-4-140	

CHAPTER 62

Department of Prisons

62.1. This Department is classified as a Major Department. The Inspector General of Prisons is the Head of this Department. The main functions of the Department are to receive and detain all prisoners duly committed to the custody of the officers in-charge of Jails by any Court.

62.2. At present, there are three Class I Central Jails at Bangalore, Belgaum and Gulbarga, three Class II Central Jails at Bellary, Bijapur and Mysore, five District Jails at Raichur, Bidar, Mercara, Shimoga and Karwar, two Sub-Jails at the Kolar Gold Fields and Davangere, one Borstal School at Dharwar and eighty-five Sub-Jails/Taluk Lock-ups in other places.

62.3. The prisoners in the Jails are given training in various crafts, *viz.*, weaving, carpentry, carpet making, tailoring, etc., so that they could utilise their time while in detention usefully and may learn a trade or avocation which they could follow after their release.

Carpentry and Tailoring Sections

62.4. It has been represented on behalf of the Bangalore Central Jail that teak wood was being supplied to it by the Forest Department from the Dandeli Depot and not from the Mysore Depot which was much nearer and that as a result of such supply, the cost price of the articles of furniture manufactured by them rose considerably.

62.5. It would be desirable to rationalise the points of supply of timber and wood required by the Jails so as to reduce haulage. It is understood that the Forest Department has since agreed to supply timber from the nearest Depot. It may be ensured that this is done as a matter of course.

62.6. It was represented that there was scope for expanding the activities of the Jail Workshop if a few more items of equipment such as Cutter, Spray Pump, etc., were purchased, that a Spray Pump had been purchased recently but that a Cutter could not be purchased as it had to be imported and the requisite foreign exchange could not be secured.

62.7. The Commission is of the view that the Department should secure all the items of equipment required for modernising its workshops ; and for increasing the output ; that in case a particular item of equipment is not available locally or within India it may have to be imported and that the State Government should request the Government of India to release the required foreign exchange.

62.8. It was represented that even with the equipment available with the Department, the articles of furniture required by the various Departments could be made and supplied in the course of a financial year if the requirements were intimated at the beginning of each year, so that the Jails were given sufficient

time to plan the production. Government may issue circular instructions to all Departments that they should place orders with the Department of Prisons at the commencement of the financial year for the articles of furniture required during the entire year so that the Jails may manufacture and supply them sometime in the course of the year. If this system is adopted not only can the inmates of the Jails be kept gainfully employed but the net expenditure on the Jails could also be reduced.

Profit on the articles manufactured by the Jails

62.9. It was brought to the notice of the Commission that different Jails were charging profit at different rates on the articles manufactured in their respective manufactories and that there should be uniformity among all the Jails in this regard. The Inspector-General of Prisons was of the opinion that in order to cover all items of expenditure the percentage of profit should be uniformly fixed at 15% for all the Jails. The Commission agrees with this view and recommends that action may be taken accordingly.

Purchases through Stores Purchase Department

62.10. It was represented that the Inspector-General of Prisons should be allowed to purchase raw materials required for the "manufactories" attached to the Jails from the dealers instead of having to go through the Stores Purchase Department as there was likelihood of delay in getting such materials if they were to be got only through that Department and production would suffer. The Inspector-General of Prisons could indicate his normal annual requirements of raw materials to the Stores Purchase Department and this Department could fix up rate contracts so that the Inspector-General of Prisons could purchase the materials at the Rate Contract prices from such contractors as and when they are required. In emergencies, however, the Inspector-General of Prisons may make such purchases directly from other dealers if the Rate Contract holder fails to supply the material in time but such purchases may be made after obtaining the prior approval of Government. When such cases of failure on the part of the Rate Contract holders arise they may be reported to the Stores Purchase Department so that suitable action may be taken against them.

Training Institutions for : (a) Senior Officers

62.11. Officers of the Department are sent to Bombay for training at the Tata School of Social Sciences. It was suggested that it would be easier and cheaper if such training could be arranged for in Bangalore itself, in an Institution to be run for this purpose provided that all the Southern States agreed to have a common Training Institution in Bangalore and to share the expenditure incurred thereon. The Commission considers this to be a good suggestion and recommends that the question of establishing a common Training Institution in Bangalore for all the Southern States for training their officers may be pursued with the State Governments concerned. The existing arrangement under which officers of this State are being deputed for training to Bombay may be continued until such time as an Institution is established in Bangalore.

(b) Warders

62.12. It was represented that illiterate or semi-literate persons were recruited as warders and that in the interest of their efficiency they should be given adequate training before they were employed and it was suggested that a Training School might be established in Bangalore for imparting training to recruit warders. The Commission considers that it is not necessary to establish a regular school for training Warders and that it would be adequate if such training is given to them for two or three months in the Jails to which they are posted. To obviate this difficulty, only duly qualified Warders may be recruited in future and recruitment of semi-literate or illiterate people may be stopped.

Certified Schools and After-care and Probation Institutions.

62.13. These Institutions are now under the control of the Director of Social Welfare and Chief Inspector of Certified Institutions. It was suggested that they should be brought under the control of the Department of Prisons so that follow-up work might be undertaken systematically. The Commission examined this question and, as recommended in Chapter 68, considers that it is appropriate to continue the existing arrangement; and that no change is called for.

Quarters for staff

62.14. It was represented that residential accommodation was necessary for the staff of the Jails as it was not desirable to allow them to stay in the various residential localities in the City and develop local contacts. The Commission agrees that provision of residential quarters to the Jail staff is necessary and recommends that construction of quarters may be taken up on a phased programme and completed early.

Farms attached to Jails

62.15. It was stated that rice, wheat and jowar were purchased through the Food Department and other 'rations' were purchased from the open market after calling for tenders. All the Jails are stated to be growing vegetables to the extent required by them. The Commission considers that wherever suitable land is available in the vicinity of Jails, farms may be attached to the Jails so that they may become self-sufficient even in respect of foodgrains as far as possible.

Medical treatment of Prisoners

62.16. It was stated that compounders look after the sick Prisoners during the day time but they would not be available during nights. The Commission considers that it is necessary to have some male nurses during nights also when there are male "in-patients" and women nurses throughout the day when women inmates fall ill and are hospitalised and that a Lady Doctor may also visit the Jail regularly to treat the women patients and recommends that necessary steps may be taken immediately in this regard.

Overtime Wages to Convicts

62.17. It was stated that overtime wages were not being paid to convicts in Jails though the wage-earning system had been introduced. The Commission

considers that there is no objection to the payment of overtime wages to the convicts in Jails but that this may be done only after determining suitable norms of work for a full working day and when the production goes beyond such norms on an average over a month.

Guarding of Prisoners at Taluk level

62.18. In most of the Taluks the Revenue Officers continue to work as Sub-Jailors, but the Police provide the guard for these Sub-Jails and Lock-ups. It would be wrong in principle to appoint the Police to be in-charge of Sub-Jails and Lock-ups either as Officers in-charge of such Sub-Jails or Lock-ups or as Guards. So long as Officers in-charge of the Sub-jails and Lock-ups are "non-Police" Officers it would not really be very objectionable to post the Police as Guards. The existing arrangement may, therefore, continue until substitute arrangements are made.

62.19. The Commission, however, considers that it may be possible in course of time to create a cadre of officials for police duties in this Department itself and whatever is spent on a section of the Police Establishment can be spent on this section and recommends that Government may examine this question as early as possible.

Cadre and Recruitment Rules and Scales of Pay

Inspector-General of Prisons: (1) (Rs. 800—40—1,000—50—1,100)

62.20. The Inspector-General of Prisons is appointed under Section 3 of the Mysore Prisoners' Act, 1963. He exercises general control and superintendence over all the prisoners in the State. This post is filled by taking on deputation an Officer of the Mysore Administrative Service Class I (Senior) or the Indian Police Service (Senior Scale) or by promotion by selection from the cadre of Superintendents. It was represented to the Commission that the Inspector-General should be an officer who has had special training in prison work and should, therefore, be an officer who has risen from the lower posts in this Department and that if Government resorted to the existing provision for appointing an Officer of the Indian Police Service/Mysore Administrative Service as the Inspector General, the Departmental Officers would not have any promotional opportunities. It was, therefore, represented that the only mode of recruitment to this post should be by promotion by selection from the cadre of Superintendents. The Commission considers this representation to be reasonable and recommends that the Recruitment Rules may be amended accordingly. It was represented to the Commission that though the Inspector General of Prisons was the Head of the Major Department, he was not given the same scale of pay as the Heads of the other Major Departments, that his scale of pay had now been fixed by Government as Rs. 800—1,100 and that the scale of pay for this post might be the same as that for Heads of other Major Departments. The Commission considers that as the Inspector-General of Prisons is the Head of a Major Department, he must necessarily get the same scale of pay as the Heads of other Major Departments and recommends that his scale of pay may, therefore, be revised as Rs. 1,300—60—1,600—50—1,800.

Deputy Inspector-General of Prisons

62.21. There is no post of Deputy Inspector-General of Prisons in the Department at present. It has been represented that the post of a Deputy Inspector-General of Prisons should be created so that he might relieve the Inspector-General of Prisons of the routine duties at Head Quarters and enable the Inspector-General to inspect larger numbers of Sub-Jails than he has now been able to, owing to pressure of work at the Head Quarters. The Inspector-General may inspect the Central and the District Jails while his Personal Assistant now recommended to be redesignated as Head Quarters Assistant to the Inspector-General of Prisons could assist him by inspecting the Sub-Jails and Lock-ups. The Deputy Commissioners of Districts also inspect the Sub-Jails and Lock-ups. The Commission considers that for the present it is not necessary to create this additional post.

Superintendent of Central Jails : (3) } (Rs. 350—25—650—30—800)
Governor, Borstal School : (1) }

62.22. These posts are filled by promotion from the cadre of Superintendents of Jails. The method of recruitment is all right and may continue. The scale of pay for these posts as revised may be Rs. 400—30—700—EB—40—900.

Superintendent of Jails : (3) (Rs. 275—20—375—25—600)

62.23. These posts are filled by promotion from the cadre of Assistant Superintendents of Jails or Factory Managers. The present mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 300—25—550—EB—30—700.

Asst. Superintendent of Jail and Factory Manager: (6) (Rs. 250—20—350—25—500)

62.24. Fifty per cent of these posts are filled by direct recruitment, minimum qualification being a degree of a recognised University and 50% by promotion from the cadre of Chief Jailors. These modes of recruitment are reasonable and may continue. The scale of pay for these posts may be revised as Rs. 275—20—375—EB—25—525.

Technical Assistant : (1) (Rs. 250—20—350—25—500)

62.25. This post is filled by taking on deputation an officer from the Department of Industries and Commerce or by direct recruitment. For direct recruitment the qualification prescribed is a Degree in Mechanical Engineering or Diploma in Mechanical Engineering with 3 years' experience. The mode of recruitment is adequate and may continue. The scale of pay for this post may be revised as Rs. 275—20—375—EB—25—525.

Personal Assistant to the Inspector-General of Prisons : (1) (Rs. 250—20—350—25—500)

62.26. This is a Gazetted Post. No Rules of Recruitment have been framed for filling this post. It is understood that this post is being filled in an *ad hoc*

manner by promotion from the cadre of Manager Grade I. This mode of recruitment is in order and may be adopted. Rules of Recruitment may be framed accordingly for filling this post. It has been suggested that this post might be redesignated as "Assistant Inspector-General of Prisons (Administration)" to advise the Inspector-General of Prisons on planning and development of industries. The Commission recommends that this post may be designated as "Headquarters Assistant to the Inspector-General of Prisons" and that the Officer holding this post may assist the Inspector-General not only in respect of the administrative work in the Office but also inspect the lock-ups and sub-jails on his behalf. The scale of pay for this post may be revised as Rs. 275—20—375—EB—25—525.

Assistant Surgeons Grade I : (8)

62.27. They are taken on deputation from the Department of Health and Family Planning Services. This arrangement may continue. The scale of pay applicable to similar posts in the Department of Health and Family Planning Services may be made applicable to these posts as well.

Chief Jailors : (10) (Rs. 180—10—320)

62.28. These are Executive Non-Gazetted posts and are filled by promotion from the cadre of Jailors. The mode of recruitment is adequate and may continue. The scale of pay for these posts may be revised as Rs. 200—10—280—15—370—EB—20—450.

Jailors : (17) (Rs. 150—8—190—10—250)

62.29. Fifty per cent of these posts are filled by direct recruitment of graduates and 50 per cent by promotion from the cadre of Chief Warders. No change in the mode of recruitment is called for. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

Chief Warders : (16) (Rs. 100—5—150—6—180)

62.30. These posts are filled by promotion from the cadre of Head Warders. The present mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 130—5—170—6—200—EB—10—240.

Head Warders : (160)

(i) Rs. 80—3—110—4—130—5—150.

(ii) Rs. 70—2—80—3—110 (for Non-S.S.L.Cs.).

62.31. Seventy-five per cent of the posts are filled by direct recruitment from among persons who have passed the S.S.L.C. Examination and 25 per cent by promotion of Class IV Staff who have passed the Standard VIII Examination. No change in the mode of recruitment is called for. All the Officials in this cadre may be given the same scale of pay as the higher qualifications in the case of direct recruits and the long experience in the case of the promotees may make them equally competent and efficient in the discharge of their duties. The scale of pay for these posts as revised may be Rs. 95—3—125—4—145—EB—5—200.

Warders : (588) (Rs. 65—1—70—2—90)

62.32. 75 per cent of these posts are filled by direct recruitment and 25 per cent by promotion of other Class IV staff. For direct recruitment the candidates must be literate persons possessing good physique. The present mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 80—2—90—3—120—4—140. It was stated that at present there were no leave reserves and the Department was finding it difficult to fill the vacancies of short duration; the Warders had to be on duty continuously by turns; they should be always alert and no slackness on their part while on duty could be permitted. In the absence of Leave Reserve the Warders on duty would have to attend to the work not only in their own turn but also in the turn of their colleagues on leave. It may sometimes happen that there would be several such occasions at short intervals, and it is not desirable to post Warders on extra duties frequently as their efficiency would thereby suffer. The Commission, therefore, recommends that there may be Leave Reserves for the Warders at 5 per cent of the normal strength.

Drill Instructor : (1) (Rs. 60—1—70—2—90)

62.33. This post is filled by direct recruitment for which the qualification is a pass in the VIII Standard Examination. Preference is given to Ex-Army personnel. The present mode of recruitment may continue. The scale of pay for the post may be revised as Rs. 80—2—90—3—120—4—140.

62.34. *Instructors Grade I : (11).*

(Rs. 110—5—150—6—180—10—220) for Diploma Holders

(Rs. 100—5—150—6—180—10—200) for others.

Instructors Grade II :

(a) (16 posts) (Rs. 80—3—110—4—130—5—140)

(b) (1 post) (Rs. 70—2—80—3—110)

(c) (2 posts) (Rs. 60—1—70—2—90)

(d) (4 posts) (Rs. 80—3—110—4—130—5—150)

As per the Cadre and Recruitment Rules these posts are filled by taking on deputation officials holding corresponding posts in the Department of Industries and Commerce. This arrangement may continue.

62.35. It was represented that some of the Instructors in the Department were recruited before the Re-organisation of States and that their scales of pay were lower than those of persons taken on deputation from the Department of Industries and Commerce. The scales of pay of the technical personnel taken on deputation from the Department of Industries and Commerce are Rs. 100—5—150—6—180—10—200 or upto Rs. 220 in the case of Diploma-holders. Disparity in the scales of pay of those recruited directly and those taken on deputation may be removed as there should not be such disparity in the scales of pay for the same category of posts though filled by different modes of recruitment. The Commission accordingly recommends that the scales of pay for all the Instructors in this Department may be the same as those for corresponding posts in the Industries and Commerce Department.

62.36. It has been represented that to keep pace with the increased work due to expansion of Jail Industries and introduction of Jail reforms, some additional posts were necessary and that one Senior Grade Instructor in a scale slightly higher than that of Instructor Grade I might be provided in each of the Central Jails. The Commission agrees with this suggestion as there is really expansion of work in the Jail Industries and recommends that action may be taken accordingly.

62.37. The mode of recruitment to these posts has not been indicated by the Department. Some of the present incumbents of the posts of Instructors have been recruited directly and others have been taken on deputation. The best among the Instructors in Grade I (irrespective of the modes of recruitment) and now working in the Department may be selected and appointed as Senior Instructors after framing the Cadre and Recruitment Rules accordingly. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

Press Foreman : (1) (Rs. 110—5—150—6—180—10—200)

Senior Compositor : (1) (Rs. 130—5—150—6—180—10—200)

Machine Minder : (1) (Rs. 130—5—150—6—180—10—200)

Compositors : (1) (Rs. 80—3—110—4—130—5—150).

62.38. These posts are filled by taking on deputation persons holding corresponding posts in the Government Press. This mode of recruitment may continue. The scales of pay applicable to similar posts in the Government Press may be made applicable to these posts also.

Male Nurse : (2) (Rs. 140—5—150—6—180—10—220)

Compounders : (11) (Rs. 80—3—110—4—130—5—140)

62.39. These posts are filled by taking on deputation persons holding corresponding posts in the Department of Health and Family Planning Services and whatever scales of pay are applicable to similar posts in that Department may be made applicable to these posts as well.

Teachers : (15) (Rs. 80—3—110—4—130—5—150)

(Rs. 70—2—80—3—110) (for trained non-SSLC)

(Rs. 65—1—70—2—90) (For non-trained non-SSLC)

62.40. There are 15 posts of Teachers (including House Masters) in the Department out of whom one is a graduate and 14 are matriculates. It has been represented that the teachers of this Department might be given the same scales of pay as were given to the untrained graduate and matriculate teachers in the Education Department. The Commission agrees with the suggestion and recommends that untrained graduate and matriculate teachers of the Department may be given the same scales of pay as are given to un-trained graduate/matriculate teachers in the Education Department.

Pump Attender : (1) (Rs. 65—1—70—2—90)

62.41. This post is filled by direct recruitment. As this is solitary post, the post may be filled, in future, by taking on deputation an official holding a corresponding post from the Department of Horticulture. The Cadre and Recruitment

Rules may be amended accordingly. The lien of the present incumbent may be shifted against a corresponding post in the Department of Horticulture and he may be treated as on deputation to this Department. The scale of pay for this post may be the same as for the corresponding post in the Department of Horticulture.

62.42. *Nursing Orderlies* : (9) (Rs. 65—1—70—2—90)

These posts are filled by direct recruitment. The Commission suggests that, in future, these posts may be filled by taking on deputation persons holding similar posts from the Department of Health and Family Planning Services. The Cadre and Recruitment Rules may be amended accordingly. The scale of pay for these posts may be the same as for corresponding posts in the Department of Health and Family Planning Services.

Ministerial Posts

Manager, Grade I : (4) (Rs. 180—10—320)

Manager, Grade II : (7) (Rs. 150—8—190—10—270)

Accounts Superintendent (1) : (Rs. 220—10—320—15—440)

I Division Clerks (16) : (Rs. 110—5—150—6—180—10—220)

I Grade Stenographer (1) : (Rs. 110—5—150—8—190—10—260—15—320)

II Division Clerks (61) : (Rs. 80—3—110—4—130—5—150)

II Grade Typists (5) : (Rs. 80—3—110—4—130—5—180)

Lorry Drivers (2) : (Rs. 70—2—80—3—110)

(Rs. 70—1—80—2—100 for new entrants)

Attenders and Mutchis (2) : (Rs. 65—2—85)

Peons, Orderlies, Watchmen (48) : (Rs. 50—1—60)

62.43 It has been represented that the posts of Manager (Grade I) should be made gazetted on the analogy of the Section Officers of the Mysore Government Secretariat. It may not be possible to establish any relativity between the work performed by the Manager (Grade I) and that of a Section Officer. These are posts common to all the Departments. The Rules of Recruitment as are applicable to the corresponding posts in other Departments may be made equally applicable to these posts. Their scales of pay have been discussed separately in Chapter IV (Part iii). The scales of pay recommended therein for the common posts may apply to the corresponding posts in this Department.

Stenographers

62.44. It has been represented to the Commission that in order to facilitate the administrative work in the Department, the Superintendents of the Major Jails might be provided with Stenographers. The Commission considers that while there is need for creating the posts of Stenographers, the volume of work would be almost adequate for II Grade Stenographers and far too little for I Grade Stenographers. The Commission accordingly recommends that posts of II Grade Stenographers may be created in the Major Jails at Bangalore, Belgaum, Dharwar and Gulbarga. Their scale of pay may be the same as recommended in the case of similar posts in other Departments.

Accounts Officer

62.45. It has been suggested that the services of Gazetted Accounts Officers at the Jails are very essential to deal with accounts matters. The volume of transactions in the Jails is not very heavy and hence, the Commission considers that there is no need to create posts of Accounts Officers in the Jails.

Manager and Stock Verifier

52.46. The Department has proposed that for the work of stock verification etc., in the Jails, a post of Stock Verifier in the grade of Manager (Grade-I) would be necessary and that this post might be created in the Department. The Commission considers that this is a reasonable suggestion and accordingly recommends that a post of stock-verifier in the grade of Superintendent (Grade-I) may be sanctioned.

Uniform Allowance

62.47. It has been represented that as the Departmental Officers were required to wear prescribed uniform, a Uniform Allowance might be paid as in the case of the Police Department. As per the Jail Manual, the officers of the Prisons Department need not wear uniforms and it is only the subordinate staff that have to wear the uniforms. The Commission, therefore, considers that there is no need to sanction uniform allowance to the Officers of this Department.

Conveyance to the Inspector General of Prisons

62.48. Most of the Heads of Departments have been provided with Government vehicles. It was represented to the Commission that the Inspector-General of Prisons had not been provided with the facility of a Government vehicle and that such a facility was essential to the Inspector-General of Prisons as the Head of a Major Department. The Commission considers that there is no need to provide the Inspector-General of prisons with a conveyance since it has been recommended in Chapter 9 that Heads of other Departments need not also be provided with such conveyances.

Special Pay

62.49. The Department has proposed the grant of Special Pay for a number of posts in the Department without giving proper justification therefor. The Medical Officers working in the Department are allowed special pay and the Commission considers that the special pay drawn by the Officers of the Department of Health and Family Planning Services holding appointments in an *ex-officio* capacity as Superintendents of Jails and District Lock-ups and Sub-Jails and to the Medical Officers discharging duties as Superintendents and to the visiting Medical Officers in addition to their own duties may be continued. The Special Pay to the ministerial staff such as Cashiers, Store-Keepers etc., may be regulated according to the general principles laid down in Chapter 5. No Special pay need be given to any other officers of the Department.

Delegation of Powers

62.50. The Inspector-General of Prisons exercises all the power that are delegated to the Head of a Major Department, under the Manual of Financial

Powers. It has been represented to the Commission that some of the powers were not adequate and that more powers should be given to the Inspector-General of Prisons and to the Superintendents of Jails in order to meet the day-to-day requirements and to avoid delays in obtaining sanction from higher authorities every time. The special powers recommended by the Commission are appended.

62.51 The Inspector-General of Prisons may continue to exercise all the financial powers delegated to him as per the Manual of Financial powers as the Head of a Major Department. The general principles enunciated by the Commission in Chapter 9 in the matter of delegation of financial powers to the subordinate officers may be followed even in the case of this Department.

SPECIAL POWERS

The Department has requested for the following special powers and recommendation of the Commission thereon are noted against each of them.

Sl. No.	Nature of power	Existing powers.	Powers proposed	Powers recommended
1	2	3	4	5
1. Inspector-General of Prisons				
1	To sanction the temporary employment of staff for a particular Jail out of the staffs belonging to the Establishment of another Jail without increase in cost.	....	<i>Vide</i> Column 2	The additional powers are already sanctioned in the Manual of Financial Powers (1967 Edition).
2	To sanction purchases of Tools and Plants and livestock up to Rs. 10,000.	Rs. 500 at a time.	<i>Vide</i> Column 2	Rs. 1,000 at a time.
3	Purchase of raw materials up to Rs. 20,000 at a time without reference to Stores Purchase Department.	Rs. 5000 at a time.	<i>Vide</i> Column 2	Rs. 10,000 at a time.
4	To accord sanction for repairs of equipment up to a limit of Rs. 5,000 in each case.	Nil	<i>Vide</i> Column 2	Rs. 5,000 at a time.
5	To order deputation of officials from Jail to Head Office and <i>vice versa</i> whenever there is a need in the interest of public service.	Nil	<i>Vide</i> Column 2	Full powers.

1	2	3	4	5
6	To sanction deputation of officials to Fairs and Exhibitions and regulation of Travelling Allowance as per Mysore Civil Service Rules.	Nil	<i>Vide</i> Column 2	Full powers.
<i>2. Superintendents of Jails</i>				
1	To purchase raw materials for Manufacturing Section and Civil Sections Rs. 5,000 and Rs. 20,000 for purchases of equipment for Jail Industries.	Rs. 350	<i>Vide</i> Column 2	Rs. 1,000 at a time.
2	To spend Rs. 1,000 directly in connection with repairs and petty construction of Jail Building.	Only Inspector-General of Prisons has powers up to Rs. 2,500 for each work.	<i>Vide</i> Column 2	Rs. 500 for each work.
3	To pay the bills of contractors without counter-signature of Inspector General of Prisons up to Rs. 5000 each time in cases where tenders have been sanctioned by Inspector-General of Prisons.	Nil	<i>Vide</i> Column 2	Accepted.
4	To draw Abstract Contingent Bills amounts up to Rs. 2,000 at a time and in case of purchases from Government source up to Rs. 20,000.	Nil	<i>Vide</i> Column 2	Nil.

CHAPTER 62

Department of Prisons

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
1	Inspector General of Prisons	...	800—40—1000—50—1100	1300—60—1600—50—1800	
2	Superintendent of Central Jail	3	350—25—650—30—800	400—30—700—EB—40—900	
3	Governor, Borstal School	1	350—25—650—30—800	400—30—700—EB—40—900	
4	Superintendent of Jail	3	275—20—375—25—600	300—25—550—EB—30—700	
5	Assistant Superintendent of Jails and Factory Manager	6	250—20—350—25—500	275—20—375—EB—25—525	
6	Technical Assistant	1	250—20—350—25—500	275—20—375—EB—25—525	
7	Personal Assistant to the Inspector General of Prisons	1	250—20—350—25—500	275—20—375—EB—25—525	To be designated as Head Quarters Assistant to the Inspector General of Prisons.
8	Assistant Surgeon Grade I	8	300—25—550—30—700	400—30—700—EB—40—900	
9	Chief Jailor	10	180—10—320	200—10—280—15—370—EB—20—450	
10	Jailor	17	130—8—190—10—250	175—10—275—15—350—EB—20—450	
11	Chief Warder	16	100—5—150—6—180	130—5—170—6—200—EB—10—240	
12	Head Warder	160	80—3—110—4—130—5—150 70—2—80—3—110 (For non S.S.L.C.)	95—3—125—4—145—EB—5—200	
13	Warder	588	65—1—70—2—90	80—2—90—3—120—4—140	
14	Drill Instructor	1	60—1—70—2—90	80—2—90—3—120—4—140	
15	Senior Instructor	1	...	200—10—280—15—370—EB—20—450	To be newly created.
16	Instructor Grade I	11	150—8—190—10—320 For Deputationists from the Department of Industries and Commerce. 110—5—150—6—180—10—220 (For diploma holders). 100—5—150—6—180—10—220 (For others)	175—10—275—15—350—EB—20—450	Grade I Instructors may be designated as Instructors.

Department of Prisons--(contd.)

Sl. No.	Designation	Number of posts	Existing scales of pay and special pay	Recommended scales of pay and special pay	Remarks
			Rs.	Rs.	
17	Instructor Grade II	16	80-3-110-4-130-5-140 (For Departmental and Direct Recruits) 100-5-150-6-180-10-200 or 220 for Diploma Holders and Deputationists from the Department of Industries and Commerce. 70-2-80-3-110-(For Departmental and Direct Recruits). 100-5-150-6-180-10-200 or 220 for Deputationists from the Department of Industries and Commerce and Diploma Holders.	110-4-130-5-170-EB-6-200	Instructors Grade II may be designated as "Assistant Instructors."
18	Press Foreman	...	100-5-150-6-180-10-200 (For Deputationists from the Department of Industries and Commerce).	110-4-130-5-170-EB-6-200	
19	Compositor	...	80-3-110-4-130-5-140 For Departmental and Direct Recruits).		
20	Senior Compositor	...	100-5-150-6-180-10-200 (For Deputationists from the Department of Agriculture).		
21	Machine Minder	...	130-5-170-6-200-EB-10-240 95-3-125-4-145-EB-5-200 170-5-180-8-220-EB-10-300 170-5-180-8-220-EB-10-300		

Department of Prisons—(concl'd)

Sl. No.	Designation	Number of posts	Existing scales of pay and special pay	Rs.	Recommended scales of pay and special pay	Remarks
22	Male Nurse	...	140-5-150-6-180-10-220 (For those drawn from the Department of Health and Family Planning Services)	Rs.	175-10-275-15-350-EB-20-450	
23	Compounder	...	80-3-110-4-130-5-150 (for others)		95-3-125-4-145-EB-5-200	
24	Teacher	...	80-3-110-4-130-5-150 70-2-80-3-110 (For trained non S.S.L.C.)		110-4-130-5-170-EB-6-200 95-3-125-4-145-EB-5-200	
25	Manager Grade I	...	65-1-70-2-90 (For non-trained non S.S.L.C.)		85-2-95-3-125-EB-4-145	
26	Manager Grade II	...	180-10-320 (non S.S.L.C.)		200-10-280-15-370-EB-20-450	
27	Accounts Superintendent	...	150-8-190-10-270		175-10-275-15-350-EB-20-450	
28	I Division Clerk	...	220-10-320-15-440 110-5-150-6-180-10-220		250-10-360-15-420-EB-20-500 140-5-150-8-190-EB-10-260-15-290	
29	I Grade Stenographer	...	110-5-150-8-190-10-260-15-320		175-10-275-15-350-EB-20-450	
30	II Division Clerk	...	80-3-110-4-130-5-150		95-3-125-4-145-EB-5-200	
31	Typist	...	80-3-110-4-130-5-150 + Special pay Rs. 10 p.m.		95-3-125-4-145-EB-5-200 + Special pay Rs. 10 p.m.	
32	Lorry Driver	...	70-2-80-3-110 70-1-80-2-100 (For new entrants).		85-2-95-3-125-EB-4-145	
33	Pump Attender	...	65-1-70-2-90		65-1-75-2-95	
34	Nursing Orderly	...	65-1-70-2-90		65-1-75-2-95	
35	Attender	...	65-2-85		85-2-95-3-125-EB-4-145 For Attender	
36	Mutchi	...	50-1-60		80-2-90-3-120-4-140 For Mutchi	
37	Ward Boy	...	50-1-60		60-1-80-2-90	
38	Pen and Orderly	...	50-1-60		60-1-80-2-90	
39	Cartman	...	50-1-60		60-1-80-2-90	
40	Barber and Sweeper	...	50-1-60		60-1-80-2-90	

CHAPTER 63

Office of the Advocate General

63.1. The Advocate General is appointed by Government under Clause (2) of Article 65 of the Constitution of India to give advice to Government on legislative matters and to conduct cases on behalf of Government before the High Court and the Supreme Court. He enjoys the status of the Head of a Major Department.

63.2. The State Public Prosecutor, the High Court Government Pleader and the High Court Special Government Pleader are the other Law Officers appointed by Government to assist the Advocate General in the discharge of his duties; they are drawn from the Bar and are appointed on a tenure basis.

63.3 All the Law Officers and the non-Gazetted staff working in this office are under the control of the Advocate General.

Method of Appointment of Government Advocates

63.4. The question whether the existing system of appointing panels might be continued or whether the Law Officers might be appointed independently as in some other States like Madras was raised before the Commission for consideration.

63.5. After considering all aspects of the question, the Commission is of the opinion that in the interest of efficiency and equitable distribution of work amongst various Law Officers, it would not be advisable to continue the present system of appointing the Government Pleaders. There cannot be any objection for appointment of individual Advocates by name for specific work or generally in the High Court or before any other authority. If the appointment is for the specific work, naturally cases of that category would be assigned to such Government Pleader or Pleaders. If the appointments of Advocates are general, it would be competent for the Advocate General and the Law Department to evolve an equitable and advantageous system of distribution of work so that the cases on behalf of the State are handled efficiently and satisfactorily. The Commission is of the considered opinion that the present system of appointment by panels does not conduce to efficiency or effective representation of the State before the High Court or other Tribunals. Under the existing Rules as contained in Government Order Nos. LAW 65 LAG 66 and LAW 61 LAG 66, both dated 1st July 1966, the State Public Prosecutor, the High Court Government Pleader and the High Court Special Government Pleader can either conduct the cases entrusted to them, themselves or authorise Advocates working with them or assisting them to do so. No doubt, the Rules provide that these Advocates have to submit a panel of names of Advocates who are likely to be so authorised and that only those in the panel as may be approved by the Government may be authorised to appear and conduct cases on their behalf. Naturally the Advocates working under them would not have reached that stage of experience and standing as would enable them to present the cases of the State as efficiently and thoroughly as the State Public

Prosecutor, the Government Pleader or the Special Government Pleader might do. The rates of remuneration for different cases now prescribed by the Government are sufficiently fair and it would not be difficult to secure Advocates of standing and experience to appear for the State on such remuneration. The Commission, therefore, recommends that the present system of appointment by panels ought to be put an end to as soon as possible in accordance with the Rules and Terms of appointments and suitable Advocates should be appointed by names either for specific types of cases or generally, as the Government deem fit, after consulting the High Court about their experience, ability and fitness.

Method of appointment of Government Pleaders and Public Prosecutors

63.6. The Government should frame definite rules prescribing qualifications, the length of practice at the Bar and experience as could be judged from the number of cases conducted in his own speciality by the Advocate, *i.e.*, either on the Criminal side or the Civil side. Besides conforming to these rules while selecting candidates, it is necessary to give full value to the reports of the District and Sessions Judges about the suitability of persons for these posts. Even in rare cases where the Government desire to consider the suitability of candidates other than those recommended by the Judicial Officers, it would be advantageous to call for their views and take them into consideration while making the appointments. Junior Advocates who have not sufficient experience in the line should not be appointed. The Public Prosecutor and the Government Pleader are Law Officers of the State Government and they are expected to represent the State as efficiently and effectively as a private Advocate does on behalf of his client. It is, therefore, of utmost importance that recruitment should be made carefully and from amongst the best available applicants.

Secretary to the Advocate General

63.7. It was represented that a post of a Secretary should be created in the office of the Advocate General to assist him in his work. The work of the Advocate General may be broadly categorised into three classes, *viz.*, (1) Litigation, (2) Consultation and advice, and (3) Administration.

63.8. So far as the litigation work of the Government as a party is concerned, the Advocate General has a number of Government Pleaders and the State Public Prosecutor to share the work. It was mentioned that the assistance of a Secretary of the status of Under Secretary in the Law Department would be necessary for dealing with the opinion matters. Whenever files are referred to the Advocate General by the Government, they are invariably referred through the Law Department and under the Rules of Business of the Secretariat, the Secretary of the Law Department is required to discuss the facts noting the point for opinion and his own views on the point on which the advice is sought. If in any case the summary of facts and the opinion recorded are considered by the Advocate General to require further clarification, it is open to him to seek such clarification from the Law Department or get the matters clarified in a conference between himself and the Law Officers. It is also open to him to take the assistance of any of the Government Pleaders.

63.9. As regards the administrative matters, there is a Manager who is a law graduate and in the gazetted cadre. The Commission, therefore, does not find any necessity for the creation of the post of a Secretary to the Advocate General.

Post of Accounts Superintendent

63.10. The Advocate General has suggested the creation of one post of Accounts Superintendent and one additional post of II Division Clerk in the Accounts Section for attending to the work of passing the remuneration bills. The Commission considers that it is not necessary to entrust this work to the Advocate General and that it would be administratively more convenient to authorise the District Judges to pass the remuneration bills of Law Officers, viz., Government Pleaders and Public Prosecutors in their respective jurisdiction relieving the Advocate General of this work. It is very easy for the District and Sessions Judges to verify the bills of the Government Pleaders and the Public Prosecutors and their assistants with reference to the order sheets, relevant decrees and orders, and pass the bills for the amounts due. Such a system will save lot of correspondence between the Advocate General's Office and the Law Officers in the District and would ensure speedy encashment of their bills. At present, these Law Officers in the Districts are required to wait for months before their bills are sanctioned. The Commission accordingly recommends that the District and Sessions Judges may be empowered to pass these bills and suitable powers may be delegated to them. There would thus be substantial reduction in the volume of account work. In this view, there would be no need to create the post of an Accounts Superintendent and one additional post of II Division Clerk as proposed.

Creation of post of Selection Grade Stenographer

63.11. The Advocate General has proposed the creation of a post of a selection grade Stenographer in order to provide promotional opportunities to the Stenographers in this office. This is a reasonable request and the Commission accordingly recommends that one post of selection grade Stenographer may be created in the office of the Advocate General.

Creation of the post of Librarian

63.12. It was suggested that one post of Librarian might be created for the Library of the office of the Advocate General. There is no separate post of a Librarian for the Library of the Department of Law and Parliamentary Affairs of the Secretariat which is a bigger library as compared to the one in the office of the Advocate General, nor is it considered necessary to create such a post in the Library of the Department of Law and Parliamentary Affairs. The Advocate General and the Government Pleaders would be the only persons using this Library. So there is no justification for creating the post of a Librarian for the office of the Advocate General. The existing arrangements in regard to this Library may continue.

Creation of the post of Assistant Manager for the Office of the Advocate General

63.13. At present, the Manager is attending to the work relating to the section directly under the Advocate General and is exercising overall supervision over the work of the Assistant Managers who are working under the other Law Officers. It has been suggested that as these two items of work together amount to a very heavy charge, one post of Assistant Manager might be created in the Office of the Advocate General to assist the Manager. Overall supervision over the work of the Assistant Managers in the Sections, is of a formal character and no additional post of an Assistant to the Manager appears to be necessary. The Commission, therefore, considers that it is not necessary to create the post of an Assistant Manager for the office of the Advocate General to assist the Manager.

Upgrading of the post of Peons as Daffedars

63.14. The Advocate-General has proposed that three posts of Peons might be upgraded as Daffedars in order to give incentive to Class IV officials. Considering all the aspects of the matter, the Commission recommends that one post of Peon may be upgraded to that of a Daffedar.

Merger of staff of the Office of the Advocate General

63.15. The Advocate General has suggested that the staff of his office might be merged with the Mysore Government Secretariat or the High Court Office as otherwise there are no avenues of promotion for them. The Commission has examined this question in consultation with the Registrar, High Court of Mysore and the Secretary to Government, Department of Law and Parliamentary Affairs. It is to be noted that all the members of the staff working in the High Court are appointed by the Chief Justice and these officials are governed by rules framed by him, under Article 229 of the Constitution. Hence it would not be possible to merge the staff of the Advocate General's office with the staff in the High Court. So, after considering all aspects, the Commission has come to the conclusion that it would be convenient and appropriate if the staff in the office of the Advocate General is merged with the staff of the Mysore Government Secretariat (not necessarily of the Department of Law and Parliamentary Affairs). The officials working in the office of the Advocate General may be treated as on deputation from the Secretariat to the office of the Advocate General. The Commission hopes that this step would satisfy the grievances of officials of this office regarding lack of promotional avenues.

Rates of Retainer and remuneration

(i) Advocate General and Government Pleaders

63.16. The rates of remuneration to these Law Officers have been fixed by a separate order issued by Government and neither the Government nor the Officers have raised the question of revision of these scales.

(ii) Public Prosecutor and Government Pleaders

At present, the Public Prosecutors in the districts get remuneration at the rates of Rs. 20 per day per case for the days on which there is progress and of

Rs. 10 per day for the days on which there is no progress. Retainer of Rs. 200 per month is paid to a Law Officer if he is appointed both as Public Prosecutor and Government Pleader and Rs. 150 per mensem if separate advocates are appointed to these two offices. It was urged that the remuneration of these officers should compare favourably with the remuneration of the Lawyers on the opposite side. The defence lawyers fix remuneration by contract in each case and there are no fixed rates. The Commission thinks that the rates require revision and accordingly recommends that it would be fair and reasonable to fix the Retainer and remuneration at the following rates : —

- (1) Retainer may be fixed at Rs. 250 per mensem in cases in which a single officer is appointed to hold both the offices of Public Prosecutor and Government Pleader, and Rs. 200 per mensem in case separate officers are appointed to hold the two offices.
- (2) Remuneration may be paid to the Public Prosecutors at Rs. 30 per day per case for the days on which there is progress and at the rate of Rs. 10 per day for the days on which there is no progress.

63.17. The Government Pleaders are paid at the scheduled rates and the question of fixing remuneration on daily basis does not arise in their case.

Cadre and Recruitment Rules and Scales of Pay

Manager : (1) (Rs. 250—20—350—25—500).

69.18. According to the Cadre and Recruitment Rules, the post of Manager is filled by promotion from the cadre of Assistant Managers on the basis of seniority-cum-merit. There is no provision for direct recruitment to this post. The existing mode of recruitment is adequate. The scale of pay of the post is Rs. 250—20—350—25—500 which is the scale of pay sanctioned for the post of Section Officers in the Secretariat. This post may be included in the cadre of Section Officers of the Secretariat and the same scale of pay as for Section Officers may be given.

Assistant Managers : (3) (Rs. 110—5—150—6—180—10—220 with a special pay of Rs. 20 per month)

63.19. The Cadre and Recruitment Rules provide for the post being filled by transfer by selection from the cadre of I Division Clerks. These posts may be included in the cadre of Assistants of the Secretariat and the same scale of pay as for Assistants may be attached to these posts. The special pay attached to these posts may be abolished.

Accountants : (2) (Rs. 120—5—150—8—190—10—240)

63.20. There are two posts of Accountants which are filled by deputation of the officials from the State Accounts Department. The scales of pay for these posts may be the same as for officers holding similar posts in the State Accounts Department.

I Division Clerks : (3) (Rs. 110—5—150—6—180—10—220)

II Division Clerks : (6) (Rs. 80—3—110—4—130—5—150)

Stenographers : (5) (Rs. 110—5—150—8—190—10—260—15—320) and

Typists : (2) (Rs. 80—3—110—4—130—5—150)

63.21. As it has been proposed to merge the office of the Advocate General with the Mysore Government Secretariat, the scales of pay for these officers may be the same as for officers holding comparable posts in the Mysore Government Secretariat.

Daffedar : (1) (Rs. 65—2—85)

Attenders : (3) (Rs. 65—2—85)

Peons : (13) (Rs. 50—1—60)

Watchmen : (2) (Rs. 50—1—60) and

Sweeper : (1) (Rs. 50—1—60)

63.22 There are corresponding posts in the Mysore Government Secretariat and the scale of pay prescribed for them may also be the scales of pay for these officials.

Special Pay

63.23. Special pay to Stenographers and Typists may be regulated in accordance with the general principles laid down for similar posts in the Secretariat. No Special pay need be given to any of the other officials working in this office.

Delegation of Powers

63.24. The Advocate General has represented that some of the routine powers exercised by him as the Head of a Major Department might be delegated either to the other Law Officers or to the Manager of his office. As the Office of the Advocate General is a small unit, the Commission does not consider that there is any need to delegate any of the powers now exercised by the Advocate General to the other Law Officers or to the Manager of the Advocate General's office.

CHAPTER 63

Office of the Advocate General.

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
1	Manager	1	250-20-350-25-500	275-20-375-EB-25-525	
2	Assistant Manager	3	110-5-150-6-180-10-220 +Special Pay of Rs. 20	170-5-180-8-220-EB-10-300	
3	Accountant	2	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260- 15-290	
4	I Division Clerk	3	110-5-150-6-180-10-220	170-5-180-8-220-EB-10-300	
5	II Division Clerk (including Record Keeper)	6	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
6	Stenographer	5	110-5-150-8-190-10-260-15- 320	175-10-275-15-350-EB-20-450	
7	Typist	2	80-3-110-4-130-5-150+Special Pay of Rs. 10	95-3-125-4-145-EB-5-200 +Special Pay of Rs. 10 p. m.	
8	Daffadar	1	65-2-85	80-2-90-3-120-4-140	
9	Attender	3	65-2-85	85-2-95-3-125-EB-4-145	
10	Peon	13	50-1-60	60-1-80-2-90	
11	Watchman	2	50-1-60	60-1-80-2-90	
12	Sweeper	1	50-1-60	60-1-80-2-90	

CHAPTER 64

Legislature Secretariat

64.1 The Legislature of this State consists of two Houses—the Legislative Assembly and the Legislative Council—as provided by Article 168 of the Constitution. Unlike the other Departments of the Secretariat, the administrative control of this Secretariat vests in a Board consisting of the Chairman of the Legislative Council and the Speaker of the Legislative Assembly. This Board has been constituted under the Rules framed by the Governor in exercise of the powers conferred on him by Clause (3) of Article 187 of the Constitution, after consultation with the Speaker of the Legislative Assembly and the Chairman of the Legislative Council. These Rules regulate the recruitment and the conditions of service of persons appointed to the Secretariat staff of the two Houses of Legislature, though in respect of matters not provided therein the other Rules relating to the Government Servants generally and enumerated in Rule 10 of these Rules are applicable to the members of this Secretariat staff.

64.2 The Secretary in the Secretariat is the Secretary of the Legislative Assembly as also of the Legislative Council. He is empowered, subject to the approval of the Board, to exercise control over the staff of the Legislature Secretariat and is responsible for the working of the Secretariat. He is assisted by a Deputy Secretary, Under Secretaries and other Officers enumerated in the I Schedule to the Mysore Legislature Secretariat (Recruitment and Conditions of Service) Rules, 1959. He is competent to delegate to the Deputy Secretary, the Under Secretary and the Registrar such of his powers, subject to such conditions as may be specified in the order of delegation and with the previous sanction of the Board. It appears that there are three Under Secretaries and a Registrar in charge of the different units of the Secretariat. The different sections have been grouped under ten branches, namely,

- 1 Accounts,
- 2 Committees,
- 3 Editing,
- 4 Legislation,
- 5 Legislators' Home,
- 6 Library,
- 7 Questions,
- 8 Reporting,
- 9 Translation, and
- 10 Establishment, Typing, and Watch and Ward.

64.3. As it appeared to the Commission that the division of the Secretariat into so many independent branches was likely to affect its efficient working for want of co-ordination and unified control, the question of re-grouping the different branches was discussed with the Secretary of this Secretariat. After considering the grounds that were advanced in support of the existing branches, the Commission has come to the conclusion that both in the interest of efficiency and

harmonious working of the various branches, it would be advisable to reduce the number of branches to seven as follows :—

- 1 Accounts, including Establishment and Typing Sections
- 2 Committees,
- 3 Editing and Reporting,
- 4 Legislation,
- 5 Legislators' Home, including Watch and Ward Section,
- 6 Library, and
- 7 Questions and Translation.

64.4. The Accounts Branch may continue to work under one of the Under Secretaries as at present. The Committees Branch and the Legislation Branch may work under another Under Secretary; the Editing and Reporting Branch may function under the Editor of Debates. The third Under Secretary may be in charge of the Legislators' Home and the Questions and Translation Branches. The Library and the Section dealing with miscellaneous items of work may be placed under the control of the Registrar, subject to the overall control of the Deputy Secretary.

Control over Legislators' Home and other Guest Houses for Legislators

64.5. During the course of the discussion it was suggested that the Legislators' Home and the other buildings, in which the Members of the Legislature are housed while the Legislatures are in Session might be transferred to the control of the Public Works Department which was in charge of the other Government Buildings in Bangalore. The matter was discussed with the Secretary to Government in the Public Works Department also. The Commission also considered the various problems arising in connection with the accommodation and the needs of the Legislators including the provision for attendance on them when they are in occupation of the rooms allotted to them. The Commission is of the considered opinion that the Legislature Secretariat may continue to retain its control over all these buildings as the present arrangement is administratively convenient and this Secretariat alone is in a better position to attend to complaints and grievances put forward by the Members of the Legislature. The existing arrangement for providing accommodation and other facilities to the Members of the Legislature may, therefore, continue under the control of this Secretariat.

Translation Unit

64.6. This Unit has four officials for attending to the work of translation of Questions, Resolutions, List of Business, Circulars etc., from English into Kannada and *vice versa*. Sometimes they have also got to attend to translation of matters in Marathi, Urdu etc. It was represented that they had limited chances of promotion and that their interests would be better served by transferring them to the Department of Law and Parliamentary Affairs which also comprised the Translation Branch with the Chief Translator as its Head. The proposal for such transfer was discussed with the Chief Translator and his views were also elicited. The argument that they have limited chances of promotion does not appear to be

well-founded. The Rules of Recruitment relating to this Secretariat provide for promotion to the post of Assistant Editor by selection of a Translator of the Mysore Legislature Secretariat. There is also a chance of second promotion to the post of Section Officer (Questions) to which appointment is to be made by promotion by selection of Senior Assistant, Reporter or Assistant Editor of Debates of the Mysore Legislature Secretariat. In the interest of the smooth working of the Department, the Government will be well advised to retain the Translation Unit as a separate wing in the Legislature Secretariat itself.

64.7. As regards the future, it may be possible to transfer the Translation work of this Department to the Translation Department itself as was being done before. Once the existing Translators retire in the ordinary course of service or get promotion as Section Officers, the post so vacated may be transferred to the Translation Department along with reasonable volume of work which is now being attended to in the Legislature Secretariat. This procedure, if followed, will bring about such change in course of time that the entire translation unit in the Legislature Secretariat will be liquidated and the department will be able, gradually, to undertake the entire translation work of this Secretariat. This process is bound to take sometime but that appears to be inevitable in the circumstances of the case.

Overtime Allowance

64.8. Some officials of this Secretariat are paid overtime allowance as and when directed by the Secretary to attend to work outside the normal hours of work, during the period when the Legislature is in Session. The rates and conditions for payment of such allowance are laid down in G.O. No. LAW 99 LGR 58, dated 2-5-1960.

64.9. For the reasons already stated, the Commission is not in favour of payment of overtime allowance normally. But the conditions under which the overtime allowance is paid in this Department are different. It also appears that other Governments like Madras have been sanctioning overtime allowance for the period of extra work put in by officials when the Legislature is in Session. The Commission has, therefore, no objection for the continuance of the present rates of allowance. It has been represented to the Commission that the scales at which overtime allowances were being paid should be increased to Rs. 2 for Class III Officers and Rs. 1-50 for Class IV officers as against Re. 1 and 75 paise respectively paid at present. There does not appear to be any justification for enhancing the rates. It was, however, represented that according to the order in force, it was only the time of stay on duty beyond 7 P.M. that was taken into consideration for payment of the overtime allowance and that no note was taken of extra hours of work both in the morning and in the evening or on some days only in the morning or on holidays. This request, appears to be equitable and just. It is, therefore, recommended that overtime allowance may be paid in cases in which the officials are directed by the Secretary to attend to work in connection with the Sessions of the Legislature at the rate of Re. 1 for every three hours of extra work for every Class III Official and the rate of 75 paise for every two hours of extra work by

every Class IV official irrespective of the day or time at which they have been directed to put in such extra hours of work, subject to the condition that no allowance will be available if the detention is for less than two hours beyond the normal hours of work on any day. The same concession may be extended to such officials who are required to work on Sundays and Holidays. The grant of such allowance, will, however, be subject to a ceiling of Rs. 75 for each official for the entire period of the Session of the Legislature as at present.

Compensatory Duty Allowance

64.10. Compensatory Duty Allowance is not paid to the members of the subordinate staff who are put on duty continuously or who are put on duty without a break on all days in the week including Holidays in the Legislators' Home and other Buildings in which the Legislators are accommodated during the period when the Legislature is in Session. There is no doubt that the officials who are required to work in the Legislators' Home and other buildings have to put in arduous work without the facility of holiday or rest available to other Government Servants. Their request for such allowance appears to be reasonable. The Commission, therefore, recommends that allowance at the rate of 10% of the mean between the minimum and the maximum of the respective scales of salary payable to the officials working in these buildings may be paid during the period of Legislature Sessions. Such allowance may be paid only to those officials who are by an express order of the Secretary required to be on duty in the Legislators' Home and other buildings.

Motor Vehicles

64.11. There are 12 Motor Vehicles in the Legislature Secretariat. There is genuine need only for three vehicles—two for the use of the two Presiding Officers, and, one for the use of the staff to be kept under the control of the Secretary. The remaining nine vehicles may, therefore, conveniently be transferred to the Government under the control of the General Administration Department. Members of the Legislature may be requested to make their own arrangements for their use in or outside the City. The Legislature Secretariat may, however, make suitable arrangements to ensure that Taxis are easily available at the Legislators' Home and other buildings where accommodation is provided for the Members of the Legislature whenever the Members desire to have vehicles for private use.

Cadre and Recruitment Rules and Scales of Pay

Secretary: (1) Rs. 900—50—1,000—60—1,600—50—1,800 (*plus* Special pay Rs. 150)

64.12. According to the Rules of Recruitment, appointment to the post of Secretary can be made by promotion on the basis of merit of the Deputy Secretary of the Mysore Legislature Secretariat or by deputation or transfer of an officer of the Mysore Judicial Service from the cadre of District Judges or by direct recruitment. The Commission considers that the first two modes of recruitment to this post, namely, promotion of Deputy Secretary or deputation from the cadre of District Judges, is quite adequate and sufficient to meet all contingencies. In the case of a candidate to be appointed by direct recruitment the qualification

prescribed is that such person must have not less than ten years standing at the Bar and must not be more than 40 years of age on the date of appointment. Such a person directly recruited may not be able to meet the needs of the post adequately. Besides, such a recruitment will deny an opportunity for promotion to persons in service. As the two alternative modes prescribed in Schedule-II to the Rules for this post are adequate, the Commission considers that the third mode providing for direct recruitment may be altogether deleted.

64.13. The scale of pay prescribed for this post is Rs. 900—50—1,000—60—1,600—50—1,800. This scale is identical with the senior time scale of the Indian Administrative Service. Like other Secretaries borne on the Indian Administrative Service cadre, the Legislature Secretary also gets a Special Pay of Rs. 150. The duties and responsibilities of this officer are more or less the same as those of the Secretaries to Government. It may be noted that the Secretaries in the Indian Administrative Service cadre draw salary in different scales according as they are in the supertime scale, selection grade or senior time-scale. It has been brought to the notice of the Commission that the present incumbent of this post had almost reached his maximum. Taking all the circumstances into account, the Commission considers that the proper scale for this post may be (Rs. 1,300—60—1,600—50—1,800). There may be a Selection Grade scale of Rs. 1,800—100—2,000 for a very senior officer who reaches the maximum of the scale much prior to his superannuation. If the present Secretary satisfies the criteria laid down elsewhere for grant of Selection Grade, he may be given the scale of pay of Rs. 1,800—100—2,000.

Deputy Secretary : (1) (Rs. 600—40—1,000) *plus* Special Pay Rs. 100

64.14. The post of the Deputy Secretary is filled by promotion by selection of an Under Secretary of the Mysore Legislature Secretariat or by deputation or transfer of an officer of the Mysore Judicial Service from the cadre of Civil Judges. As in the case of the Secretary, there is provision for direct recruitment from amongst persons who have put in not less than seven years' practice at the Bar and are not more than 40 years of age on the date of appointment. For the reasons already assigned in dealing with the similar provision relating to the Secretary, the Commission considers that the provision for direct recruitment may be deleted.

64.15. As regards the scale of pay, the Rules prescribe that the Deputy Secretary should be in the scale of Rs. 600—40—1,000. The Rules also provide for payment of Rs. 100 per month as Special Pay. As indicated elsewhere, the view of the Commission is that instead of continuing the Special Pay, the scale of pay for such posts should be so regulated as to compensate the officers drawing such Special Pay fully for the duties and responsibilities attached to the post. In fixing the scale of pay for the Deputy Secretary, the Commission has taken into account the scale of pay proposed for other Deputy Secretaries in the Secretariat. The scale of pay for the Deputy Secretary of the Legislature may, therefore, be fixed as Rs. 900—40—1,100—50—1,300.

64.16. Mention has already been made that the post of the Deputy Secretary may be filled by deputation or by transfer of an officer in the Mysore Judicial Service from the cadre of Civil Judges. The Civil Judge so deputed or so transferred may either elect the scale prescribed for the Deputy Secretary or may retain his own scale of pay; in the latter event, he shall be entitled to a Special Pay of Rs. 100 per month or at such other rate as may be determined for Officers of the Indian Administrative Service and the Mysore Administrative Service who are taken on deputation as Deputy Secretaries to Government in the Secretariat.

Under Secretaries : (3) (Rs. 350—25—650—30—800) + Special Pay Rs. 75
and Registrar : (1) (Rs. 350—25—650—30—800)

64.17. The posts of Under Secretaries are to be filled according to the Rules of Recruitment, either by promotion or by deputation or transfer of a Judicial Officer in the cadre of Munsiff, or in the case of Under Secretary (Accounts) from the Mysore State Accounts Service holding a comparable post. The provision for direct recruitment to the posts of the two Under Secretaries, other than the Under Secretary (Accounts), is unnecessary and may be deleted for the reasons already stated while dealing with the identical provision pertaining to recruitment for the post of the Secretary.

64.18. The post of Registrar, according to the Rules of Recruitment, is to be filled by promotion of a Section Officer or by deputation or transfer of an officer of the Mysore Judicial Service of the cadre of a Munsiff. There is also provision for direct recruitment which, for reasons aforesaid, is unnecessary and may be deleted. Since the status and the scale of pay prescribed for this post are identical with those prescribed for an Under Secretary, it may be advantageous to change the designation of the post to that of an 'Under Secretary' and club all the posts together. It would be within the competence of the Secretary to distribute and regulate the work amongst these officers, with reference to their previous background and specialisation.

64.19. The Rules of Recruitment relating to these four posts of Under Secretaries may be suitably modified so as to provide for their being filled either by promotion of Section Officers or by deputation or transfer of a Munsiff or an Assistant Controller of the Mysore State Accounts Department according as the nature of the vacancy might require.

64.20. The scale of pay prescribed for the post of Under Secretary and Registrar is Rs. 350—25—650—30—800. Note (2) in Schedule I, lays down that an Under Secretary and Registrar will draw a Special Pay of Rs. 75 per month in addition to their grade pay. Like other Under Secretaries in the Secretariat, these officers will not be eligible for any Special Pay. Taking into consideration that the provision for Special pay is deleted, the scale of pay for an Under Secretary may be fixed as Rs. 450—30—660—EB—40—900.

64.21. As already stated, these posts are to be filled on deputation from the cadre of Munsiffs or the Assistant Controllers according to the nature of vacancy. These Officers have got their own scales of pay; on deputation, it would be open

to them to elect to come under the scale of pay fixed for the Under Secretaries in this Department or to retain their own scales of pay in their parent Department, in which event, they will be entitled to draw a Special Pay of Rs. 75 per month or at such other rate as may be prescribed for officers taken as Under Secretaries in the other Departments of the Secretariat on deputation from the Indian Administrative Service or the Mysore Administrative Service cadre.

Editor of Debates : (1) (Rs. 300—20—400—25—600)

64.22. The Rules of Recruitment provide that the post of Editor of Debates has to be filled by promotion by selection of a Reporter of the Mysore Legislature Secretariat or an Assistant Editor of Debates or by transfer of a person from the State Civil Service holding a comparable post. There is also provision for direct recruitment of a candidate holding a degree of Bachelor of Laws of a recognised University with not less than five years standing at the Bar and not being more than 35 years of age on the date of appointment. Since the first two modes of recruitment are adequate to meet the needs of efficient service, the provision for direct recruitment is unnecessary and may, therefore, be deleted. The scale of pay for this post is Rs. 300—20—400—25—600. Taking into consideration the duties and responsibilities of this post, the scale of pay for this post may be revised as Rs. 350—25—600—30—780—EB—40—900.

Assistant Editor of Debates : (1) }
Estate Officer : (1) } (Rs. 250—20—350—25—500)
Section Officers : (5) }

64.23. There are five posts of Section Officers and there are separate Rules of Recruitment for each category depending upon the nature of duties and functions to be discharged. As suggested in the case of Under Secretaries, the posts of Section Officers—Section Officer (Legislation), Section Officer (Committees), Section Officer (Administration and Accounts), Section Officer (Questions) and Section Officer (Library-cum-Research)—may be clubbed together. Under the existing Rules of Recruitment, these posts of Section Officers are to be filled by promotion of Senior Assistants or by transfer of persons in the State Civil Service holding comparable posts; in respect of some of them, there is a provision for promotion of Reporters or Assistant Editor of Debates of the Legislature Secretariat. The post of Section Officer (Library-cum-Research) may be filled, under the Rules of Recruitment, by direct recruitment of a candidate who holds a Degree of a Bachelor of Laws and also a Diploma in Library Science. This provision for direct recruitment may, however, be retained as cases may arise when suitable candidates with a Degree in Law and Diploma in Library Science may not be available from amongst the Assistants already in service.

64.24. The Post of the Assistant Editor is to be filled by promotion of a Translator or by transfer of a person from the State Civil Service holding a comparable post or by direct recruitment. Since the promotional opportunities for translators are few, the provision for direct recruitment may be deleted in order that the officials working in this cadre may have certainty of promotion which might serve as an incentive to them.

64.25. Though there is a post of an Estate Officer, it is understood from the Department that one of the Kannada Reporters has been promoted to that post. It is therefore, necessary that provision is made by prescribing a suitable mode of recruitment for this post and the present appointment regularised.

64.26. All the aforesaid posts are in the scale of pay of Rs. 250—20—350—25—500. It would be administratively convenient to group all these posts together, as already suggested, and treat them as Section Officers. Normally these posts may be filled by promotion of officers in the cadre of Senior Assistants, Reporters, Translators, as provided in the Rules; it is only when a person with the necessary background and training for manning one of the several posts in the cadre is not available for promotion from the lower cadre of services amenable to the department that an officer holding a comparable post in some other department may be taken on deputation. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525. The Special Pay of Rs. 50 per month to the Estate Officer who attends to the duties at the Legislators' Home may continue as the duties and responsibilities of the post are peculiar and are not comparable to any other post in the Secretariat.

Translators : (4) (Rs. 225—10—285—15—375)

64.27. As suggested already, these posts are not to be filled when the present incumbents are either promoted or retire in due course. Hence the Rules of this Department need not provide for fresh recruitment.

64.28. The Translators at present are in the scale of pay of Rs. 225—10—285—15—375. Taking into account their duties and responsibilities, the scale of Pay for these posts may be fixed as Rs. 250—10—300—15—420—EB—20—500.

Reporters : (24) (Rs. 150—10—260—15—350—25—500)

64.29. The Rules of Recruitment provide that these posts may be filled by promotion of Stenographers or by direct recruitment of persons who hold a degree of a University with proficiency in English Shorthand and Typewriting for English Reporters, who have passed the S. S. L. C. Examination, preference being given to degree holders with proficiency in Kannada Shorthand for Kannada Reporters and examination in Shorthand in the particular language for other language Reporters. The posts require a high degree of specialisation and it is, therefore, necessary to retain both the modes of recruitment.

64.30. The Rules of Recruitment do not specify the period of service which a Stenographer should have put in before he becomes eligible for promotion as a Reporter. Considering that the work of a Reporter is strenuous and needs a skillful stenographer with high speed, the Rules of Recruitment may provide that a Stenographer who has put in not less than five years of service may be eligible for promotion as Reporter.

64.31. These posts are in the scale of pay of Rs. 150—10—260—15—350—25—500. The scale of pay for Reporters of the Legislature in Madras State is Rs. 250—10—300—15—450—25—500, in Andhra Pradesh Rs. 250—20—450—25—500

while in Maharashtra it is Rs. 300—20—400—EB—20—500—EB—25—600. There are, however, two scales of pay in Kerala—Rs. 150—10—260—15—350 and Rs. 225—10—275—15—425. It has been represented by these officials that they should be given the scale of pay prevailing in the States of Madras and Andhra Pradesh. Taking into consideration these scales of pay and the scales of pay that are fixed for other posts having a relative bearing under the State Government the Commission recommends that the scale of pay for the Reporters may be fixed as Rs. 200—10—300—15—450—EB—25—550.

64.32. It has been represented that there was need for Reporters who could report both in Kannada and English simultaneously as there was need for reporting in two languages when discussions ensue during the course of the speeches. In order to provide an incentive to officials who can report in two languages, it was suggested that a Special Pay of Rs. 15 per month might be given to such of the Reporters who were proficient in reporting in two languages and were required to take down the proceedings in Kannada as also in English.

64.33. The attention of the Commission has been drawn to the fact that there are few opportunities of promotion for the Reporters and that one of the Reporters at present is entrusted with the task of allotting work to the other Reporters. In order to provide an opportunity for promotion to these Reporters and to see that a suitable officer is entrusted with the task of distribution of work, it is suggested that two of the existing posts of Reporters may be upgraded as Selection grade posts in the scale of pay of Rs. 300—25—550—EB—30—700 to be filled by selection from the cadre of reporters. The senior of the two may be designated as the Chief Reporter and may be given an allowance of Rs. 25 per month, as it shall be his duty to organise and allot work amongst the various Reporters besides himself attending to the work of reporting in his turn.

Senior Assistants : (4) (Rs. 200—10—280—15—400)

Assistants : (16) (Rs. 130—5—150—8—190—10—270)

+ Special pay Rs. 25 (for one Assistant)

Stenographers : (5) (Rs. 130—5—150—8—190—10—270)

+ Steno Allowance Rs. 30. + Special pay Rs. 30.

(for 2 Stenos working with Presiding Officers.)

Junior Assistants : (20) (Rs. 80—3—110—4—130—5—150)

64.34. The Scales of pay for these officers may be the same as those for officers holding comparable posts in the Mysore Government Secretariat. The Special Pay sanctioned for the Assistant may be abolished.

Receptionist : (3) (Rs. 80—3—110—4—130—5—150)

+ Special pay Rs. 10 p.m.

64.35. The scale of pay given to the Junior Assistant of the Mysore Government Secretariat may be given to this official. The special pay may be abolished.

Telephone Operators : (5) (Rs. 100—5—150—6—180)

64.36. There are Telephone Operators in the Secretariat of the Government. The same scale of pay may be prescribed for the Telephone Operators in this Department as well.

Chauffeurs : (12) (Rs. 70—1—80—2—100) + Spl. pay Rs. 25 p.m. for 2 Chauffeurs working with Presiding Officers and the rest Rs. 10 p.m.

Attenders : (8) (Rs. 70—2—90)

Jamedars : (2) (Rs. 70—2—90)

Mutchis : (1) (Rs. 70—2—90)

Dalayats : (28) (Rs. 50—1—60)

64.37. There are corresponding posts in the Mysore Government Secretariat and the scales of pay prescribed for them may also be the scales of pay for these officials.

Carpenters-cum-Polishers : (2) (Rs. 80—3—110—4—130—5—150)

64.38. These posts are filled by direct recruitment of persons with good knowledge of carpentry preference being given to persons who have passed a recognised examination. Taking into consideration their duties and responsibilities, the scale of pay for these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

Maistries : (4) (Rs. 70—2—90)

64.39. Under the Rules of Recruitment, these posts are filled by direct recruitment or by promotion of Dalayats or Cycle Orderlies. Their present scale of pay is Rs. 70—2—90. Their scale of pay may be revised and fixed as Rs. 85—2—95—3—125—EB—4—145.

Cleaners and Waiters : (8) (Rs. 55—1—65—2—75)

64.40. There are two posts of Cleaners and six posts of Waiters in the scale of pay of Rs. 55—1—65—2—75. Their scale of pay may be fixed as Rs. 65—1—75—2—95 in keeping with the principles followed in revising the scales of pay for similar posts.

Room Boys and Sweepers : (30) (Rs. 50—1—60)

64.41. There are 22 posts of Room Boys and eight posts of Sweepers in the scale of pay of Rs. 50—1—60. Their scale of pay as revised may be fixed as Rs. 60—1—80—2—90.

Marshal : (1) (Rs. 300—20—400—25—600)

Deputy Marshal : (1) (Rs. 225—10—285—15—375) + Spl. Pay Rs. 30

64.42. The post of Marshal was vacant for the last 2 years and the Deputy Marshal was looking after the duties of the Marshal in addition to his own duties. Government requested the Commission to give its concurrence to the revival of the post of Marshal on the ground that both the posts of Marshal and Deputy Marshal would be required as separate officers are to be in charge of the work connected

with each of the two Houses of the Legislature. The Commission, has however, suggested that in view of the fact that one officer was able to discharge the duties of both the posts for over 2 years, it would be adequate if the post of the Marshal was revived and the post of the Deputy Marshal was abolished. In recommending the abolition of the latter post, the Commission took note of the fact that there were already two Sub-Inspectors who could render effective assistance to the Marshal in case of need.

64.43. The post of the Marshal carried a scale of Rs. 300—20—400—25—600. Pending final recommendation of the Commission, Government were requested to revive the post of Marshal in this scale of pay. As Government wanted to have both the post of Marshal and Deputy Marshal, they had suggested that each of the posts might carry Special Pay at 10% of the mean between the minimum and maximum of the scales applicable to them. In view however, of the fact that the Commission was recommending the creation of only one post of Marshal, it was suggested to Government that Special Pay could be paid at Rs. 50 per month.

64.44. As a rule the Commission is not in favour of Special Pay being attached to isolated posts but would prefer the scale of pay itself fully compensating the person holding the post for the responsibilities and duties attached to it. Following this principle the Commission recommends that the scale of pay for the post of Marshal may be fixed as Rs. 400—30—700—EB—40—900.

Special Pay

64.45. In addition to the Special Pays referred to above, the following rates of Special Pay for different posts shown below may be continued :—

1. Private Secretaries to the			
Presiding Officers	....	Rs. 50	per month
2. Personal Assistants to the			
Presiding Officers	....	Rs. 30	do
3. Personal Assistant to the			
Secretary	....	Rs. 25	do
4. Assistant in charge of the			
Stores at the Legislators' Home	....	Rs. 25	do
5. Chauffeurs working with the			
Presiding Officers	....	Rs. 25	do

64.46. Special Pay to the Stenographers, Typists and Cycle Orderlies may be regulated in accordance with the general principles as are laid down for similar posts in the Secretariat.

Delegation of Powers

64.47. All powers now vested in the Secretary under the Manual of Financial Powers may continue. However, the powers now vested with the Board in regard to the grant of overtime allowance may be delegated to the Secretary.

64.48. The Secretary has put forward proposals for additional posts. It has been ascertained that so far no steps have been taken to assess the work-load and indicate the sufficiency or insufficiency of different grades of officers now working in the Department. Under these circumstances, this proposal is left open with the recommendation that the Government shall take suitable steps to have the work-load ascertained in this Secretariat and consider the need for additional staff. The Commission is, however, inclined to the view that additional staff may not be necessary if the work-load is assessed and the existing Branches of the department are adjusted and grouped together in the manner suggested above.



CHAPTER 64

Legislature Secretariat

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
1	Secretary	1	900—50—1000—60—1600—50—1800 + Spl. Pay Rs. 150 p.m.	1,300—60—1,600—50—1,800 1,800—10—2,000	Selection Grade.
2	Deputy Secretary	1	600—40—1000 + Spl. Pay Rs. 100 p.m.	900—40—1,100 50—1,300	
3	Under Secretary	3	350—25—650—30—800 + Spl. Pay Rs. 75 p.m.	450—30—660—EB—40—900	
4	Registrar	1	350—25—650—30—800	450—30—660—EB—40—900	
5	Editor of Debates	1	300—20—400—25—600	350—25—600—30—780—EB—40—900	
6	Estate Officer	1	250—20—350—25—500	275—20—375—EB—25—525	
7	Section Officer	5	250—20—350—25—500	275—20—375—EB—25—525	
8	Translator	4	225—10—285—15—375	250—10—300—15—420—EB—20—540	
9	Marshal	1	300—20—400—25—600	400—30—700—EB—40—900	
10	Deputy Marshal	1	225—10—285—15—375 + Spl. Pay Rs. 30 p.m.	—	Post to be abolished.
11	Assistant Editor of Debates	1	250—20—350—25—500	275—20—375—EB—25—525	
12	Reporter	22	150—10—260—15—350—25—500	200—10—300—15—450—EB—25—550 300—25—550—EB—30—700	Selection Grade.
13	Senior Assistant	2	200—10—280—15—400	225—10—305—15—350—EB—20—450	
14	Assistant	16	130—5—150—8—190—10—270 + Spl. Pay Rs. 25 for one Assistant who looks after the Stores in Legislators' Home.	170—5—180—8—220—EB—10—300	Special pay to be abolished
15	Stenographer	5	130—5—150—8—190—10—270 + Spl. Pay Rs. 30 p.m. Spl. Pay Rs. 30 for two *Stenographers working with Presiding Officers and Rs 25 for one working with the Secretary.	170—5—180—8—220—EB—10—300 + Spl. Pay Rs. 30 per mensem.	*Special Pay to be continued.

Legislature Secretariat—(contd.)

Designation.	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay.	Remarks.
		Rs.	Rs.	
16 Junior Assistant	20+5	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
17 Receptionist	3	80-3-110-4-130-5-150 + Spl. Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200	
18 Telephone Operator	5	100-5-150-6-180	...	Posts to be abolished as in Mysore Government Secretariat and Junior Assistants posted therein.
19 Chauffeur	12	70-1-80-2-100 + Spl. Pay Rs. 10 p.m. Spl. Pay Rs. 25 per mensem for two Chauffeurs working with Presiding Officer.	85-2-95-3-125-EB-4-145	Special Pay to be continued.
20 Attender	8	70-2-90	85-2-95-3-125-EB-4-145	
21 Jamedar	2	70-2-90	85-2-95-3-125-EB-4-145	
22 Mutchi	1	70-2-90	80-2-90-3-120-4-140	
23 Daffedar	4	65-2-85	80-2-90-3-120-4-140	
24 Dalayat	28	50-1-60	60-1-80-2-90	
25 Cycle-orderly	4	50-1-60 + Spl. Pay Rs. 3 p.m.	60-1-80-2-90 + Spl. Pay Rs. 3 p.m.	
26 Scavenger	5	50-1-60	60-1-80-2-90	
27 Watchman	22	50-1-60	60-1-80-2-90	
28 Carpenter-cum-Polisher	2	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
29 Maistry	4	70-2-90	85-2-95-3-125-EB-4-145	
30 Cleaner	2	55-1-65-2-75	60-1-80-2-90	
31 Room-boy	22	50-1-60	60-1-80-2-90	
32 Sweeper	8	50-1-60	60-1-80-2-90	
33 Waiter	6	55-1-65-2-75	60-1-80-2-90	
34 Typist	3	85-3-110-4-130-5-150 + Spl. Pay Rs. 10 per mensem	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10 per mensem	

CHAPTER 65

Department of Subordinate Judiciary

65.1. The Department of Subordinate Judiciary is under the administrative control of the High Court of Mysore, Bangalore.

65.2. Besides the District and Sessions Courts in each District, Additional Judges have been appointed in Districts in which the work load is heavy. Every District has also a Court of a Civil Judge. In the Districts of Bangalore, Belgaum, Bijapur and Dharwar, there are additional Civil Judges. There are Courts of Munsiffs and Magistrates at the Taluk level but in many Taluk Courts, Judicial Officers of the rank of a Munsiff, function both as Munsiffs and as Judicial Magistrates.

65.3. The establishment of the Court of a District and Sessions Judge comprises one Sheristedar, one Head Munshi, First and Second Grade Copyist Examiners and other usual ministerial establishment as in other offices. The District and Sessions Courts are presided over by District and Sessions Judges, Civil Courts by Civil Judges and Munsiffs, while the combined Civil and Magisterial Courts are presided over by Munsiff-Magistrates. It is, however, seen that the staffing pattern is not uniform in all the Courts.

Upgrading the posts of Sheristedars

65.4. It has been represented that even though uniformity had been secured both as regards the scales of pay and the pecuniary jurisdiction of the Presiding Officers, uniformity had not been secured in respect of the staffing pattern in the case of Class III and Class IV posts (non-gazetted) in subordinate Courts in different areas of the State and that there is pressing need to achieve uniformity in this respect. The Registrar has pointed out as an instance in point in this connection that the posts of Chief Ministerial Officers in the Bombay area are not equated with posts in the cadre of Sheristedars of the Civil Judge's Court in the Old Mysore Area or the Head Munshies of District Courts. He has, therefore, suggested that in order to remove such anomalies and to achieve uniformity in the staffing pattern (a) the posts of Sheristedars of District Courts may be upgraded to Class II Gazetted Cadre and designated as "Registrars of District Courts" or "Registrars to District Judges" and (b) the posts of Sheristedars of Civil Courts may be in Class III cadre. The Commission after examining all the points raised by the Registrar considers that :—

- (i) Sheristedars of District Courts may be in Class II (Gazetted) Cadre and designated as "Registrars of District Courts."
- (ii) Sheristedars in all the Courts of Civil Judges may be in Class III (Non-Gazetted) Cadre, equated to posts of Superintendents Grade I and
- (iii) Head Munshies of Munsiffs' Courts may be equated to Superintendents Grade II.

Staffing pattern of the Courts of City Magistrates

65.5. It has been represented that Bangalore City, Dharwar-Hubli City and Mysore City might be declared as "Presidency Towns" and "Presidency Magistrates" appointed for those places. It has also been suggested that the Magistrates in the District Headquarters might be upgraded to the rank of Civil Judges. The Registrar has suggested that the staffing pattern for City Magistrates' Courts at Bangalore (2), Mysore and Kolar Gold Fields might be the same as in the Civil Judges' Courts in view of the fact that the Magistrates in these places are in the cadre of Civil Judges and the work load in these Courts is also heavy. He has also suggested that the posts of the Magistrates at Hubli, Mangalore, Belgaum and Davangere might be converted into those of City Magistrates. Considering the present judicial set up in the State, the Commission does not think that it would be consistent to have only the posts of Presidency Magistrates without the corresponding grades of Civil Courts as in the Presidency towns. There are no demands for any change in the set up of Civil Courts in Bangalore. Hence the Commission considers that the representation for raising the status of Criminal Courts appears to be reasonable and recommends that (a) the staffing pattern for City Magistrates' Courts at Bangalore, Mysore and Kolar Gold Fields may be the same as in a Civil Judge's Court; and (b) one of the Courts of Magistrates at each of the towns, viz., Hubli, Mangalore, Belgaum and Davangere may be upgraded to a Court of City Magistrate of the status of a Civil Judge's Court with provision for identical staffing pattern.

Justification for having only one cadre of Copyist Examiners

65.6. At present there are only First and Second Grade Copyist Examiners for all District and Civil Courts. The Registrar has stated that a Copyist-Examiner is required to maintain accounts, Registers and Records of the cases and in addition to supervise the work of the Copyists; he is also responsible for receiving and prescribing copying sheets. The Registrar has, therefore, suggested that the posts of Copyist Examiners might be upgraded to the cadre of First Division Clerks and that all Courts might be provided with Copyist Examiners in the cadre of First Division Clerks. The Commission considers these suggestions to be reasonable and recommends that (a) Copyist Examiners in all Courts may be in the I Division Clerical cadre; (b) Copyists may be included in the cadre of II Division Clerks and promoted as Copyist Examiners in their turn on the basis of seniority-cum-merit and (c) there need not be a separate cadre for Copyist Examiners.

Justification for equating "Non-S.S.L.C. Copyists" with "S.S.L.C. Copyists"

65.7. The Registrar has stated that "Non-S.S.L.C." Copyists may be equated with "S.S.L.C." Copyists as there is no distinction in their scales of pay on entry. He has also stated that as there is no future recruitment to the posts of II Grade "Non-S.S.L.C." Copyists the existing incumbents might be given the same scale of pay as "S.S.L.C." Copyists. The Commission has examined this question and considers that it would not be reasonable to equate "Non-S.S.L.C." Copyists with "S.S.L.C. Copyists" as such equation would raise

problems in other departments of administration where Non-S.S.L.C. officials have been doing similar type of work and has accordingly recommended different scales of pay for these two categories of officials.

Need for creating posts of Typists for all Courts

65.8. At present there are no separate posts of Typists in the Courts and the typing work is being attended to by the Stenographers or the Typist-Copyists or Clerks knowing typing. It has been suggested that all the Courts including the Munsiffs' Courts should be provided with separate posts of Typists. The Commission recommends that each Civil Court may be given an independent Typist but considers that there is no need to have independent Typists in Courts, where there are Clerks knowing typing work and have been attending to typing work now, in which case, they may be paid additional allowance of Rs. 10 per mensem for this work. The position in all the Courts in the State may be ascertained and the necessary number of additional posts of typists may be got sanctioned.

Posting of Nazirs in Civil Courts

65.9. At present, the distribution of Nazirs in various Courts is not uniform. It has been represented that there were two Nazirs in the Civil Courts in the Mysore area as against one in the Courts of the Hyderabad area. The Commission has considered this question and recommends that there should be one Nazir for every District Court, one for the Court of the Civil Judge and Munsiff in the District Head Quarters and other places where there are Courts of Civil Judges. There should be one Nazir each for a Court of a Munsiff, where that is the only Court.

Grading of Amins and Process Servers

65.10. It has been represented by some witnesses that the posts of Process Servers should be abolished and that all the persons discharging the duties of Process Servers designated as Bailiffs as in other States. It has, however, been represented by others that Process Servers should be in a lower grade and Amins in a higher grade. The Commission recommends that (a) Process Servers may be in one grade and (b) Amins may be in a higher grade and re-designated as 'Bailiffs'.

Fixed Travelling Allowance for Amins and Process Servers

65.11 The Amins and Process Servers are at present drawing Rs. 15 per mensem as fixed Travelling Allowance. It has been represented that in view of the increase in the cost of living, the present Fixed Travelling Allowance should be enhanced to Rs. 25 per mensem or Rs. 30 per mensem. The Registrar has also suggested that the Fixed Travelling Allowance might be increased to Rs. 25 per mensem. The Commission recommends that the Fixed Travelling Allowance attached to these posts may be raised to Rs. 25 per mensem.

Home Orderlies for District Judges and other Officers of the Department

65.12. Some Judicial Officers have represented that all subordinate Judicial Officers might be provided with 2 peons to assist them in carrying books,

papers, files, etc., to their residences and back or in the alternative they may be paid a fixed "Peon Allowance" of Rs. 100 per mensem. It has also been suggested to the Commission by others that 2 Home Orderlies might be provided for District Judges and one Home Orderly for other Officers and that no allowance need be paid in lieu of Home Orderlies. The Commission has made its recommendations in regard to Home Orderlies in Chapter 7. These recommendations apply equally to the Officers of the Judicial Department.

Posting of Watchmen to Courts

65.13. The question of appointing Watchmen in all Courts to prevent cases of thefts came up for the consideration of the Commission. It was stated in this connection that there was a proposal to utilise the services of the Police to watch the Courts but that the proposal did not materialise. The Commission has examined in Chapter 9 on "Efficiency and Work-load" the question of making arrangements for watch and ward for all Government Offices. The principles indicated therein may be applied to Courts also.

Provision of accommodation to Judicial Officers

65.14. Several Judicial Officers have represented to the Commission that some special arrangements should be made to provide residential accommodation to all the Judicial Officers in the State particularly in view of the fact that it would not be proper to expect them to go to private land-lords for securing accommodation and thereby placing themselves in an awkward and embarrassing position. The Registrar, High Court, has suggested in this connection, that Government might take on lease some residential houses in the several places, where the Courts are located in order to provide accommodation to the Judicial Officers by charging them 10% of their pay as rent. The Commission has considered this matter and suggests that the recommendations made in Chapter 7 may be implemented very early in the case of Officers of the Judicial Department.

Age of retirement of Judicial Officers

65.15. Some of the Judicial Officers have suggested that their age of retirement might be raised to 60 years in order to enable them to earn full pension in view of the fact that they enter service almost in their middle age. The Registrar has also endorsed this suggestion. The Commission has examined in Chapter 8 the question of raising the age of retirement and the recommendation made therein in regard to Officers of other Departments may apply to officers of the Judicial Department also. As regards their eligibility for full pension, the Commission has recommended the addition of specific number of years to the total period of service so that the disadvantage of entry into service at an advanced age may be minimised.

Establishment of New Courts

65.16. The basis on which new Courts are constituted in the State came up for consideration before the Commission. The Registrar stated in this connection that establishment of new Courts is generally recommended only after getting statistics of cases instituted during the previous 5 years and assessment of the

work by one of the Honourable Judges. It was also stated that the convenience of the litigant public was the primary consideration while constituting new Courts. From the statistics available to the Commission it appears that many of the newly established Courts do not have full work and that continuance of such Courts is a drain on the State exchequer. The Commission has been given the impression that some of the Courts were established with the idea of taking justice to the "litigant's" door rather than as a matter of necessity. The result is that there are new courts without adequate work and with little or no benefit to the litigants. The cost of litigation has increased as the litigants are not satisfied with the local talent available at the taluk places and engage lawyers working in old courts or in the District places. The Commission recommends that the Government and the High Court in mutual consultation with each other should decide very early upon the steps to be taken for a report on the number of Courts with inadequate work and then examine the feasibility of abolishing them by readjustment of jurisdictions. As a working rule the Commission suggests that (a) there may be a District Court in the Headquarters of each District ; (b) there are certain Civil Judges, Courts which have very insufficient work. Such Courts should be abolished by suitable amendments to the Civil Courts Act. There are certain Civil Courts where the work is very heavy ; it is essential that additional posts are created for such courts temporarily to reduce the arrears. (c) What is stated above with regard to the Civil Judges, Courts applies to Courts of Munsiffs. It is necessary to make a study of these questions and abolish unnecessary Courts by suitably amending the Civil Courts Act, 1964.

Creation of Selection Grade in the Cadre of District Judges

65.17. It has been brought to the notice of the Commission that under the present scale of pay most of the District Judges do not reach the maximum of their grade before their retirement as they get promoted to this cadre very late in life and hold the post for five or six years at the most. A list of about twenty District Judges who retired during the last 4 or 5 years was filed before the Commission to show that none of them drew more than Rs. 1,350 or so at the date of his retirement, even though the maximum of the scale was Rs. 1,800. On the basis of the list it was submitted that the present scale of Rs. 1,100 to Rs. 1,800 was merely an eye-wash as none of the service judges as distinguished from direct recruits would be able to put in 12 years of service as a District Judge. The present scale extends over a range of 12 years while most of the Civil Judges at the dates of their promotions as District Judges would be about 50 years old. It was therefore submitted that the maximum of the scale should be within the reach of the majority of the District Judges and that the starting pay should be Rs. 1,500 or Rs. 1,600 per month. It was also suggested that as an incentive to really competent District Judges who do not get the chance of elevation to the High Court, a separate cadre of Selection grade District Judges similar to Selection Grade posts in the Indian Administrative Service should be created. It was also stated that the proportion of Selection Posts might be 20% of the strength of District Judges and selection to these posts might be made in the same manner in which direct appointments to posts of District Judges are made. The Registrar has

suggested that the number of posts in the selection grade might be fixed as 4 with the scale of pay of Rs. 2,250—125—2,500. The Commission recommends that the scale of pay should be suitably revised as stated *infra* and that 10% of the posts in the cadre of permanent District Judges should be created in the Selection Grade. The Commission also recommends that this grade may be personal to the officers concerned ; but that no posts need be earmarked for the officers in the Cadre holding specific posts. As a working rule, however, officers in this cadre may be posted to heavier charges or more responsible posts.

Amendments to the Mysore Civil Courts Act, 1964

65.18. The Commission suggests both in the interest of economy and efficiency the following amendments to the Act:—

- (1) It has been suggested above that certain Courts of Civil Judges which have insufficient work, may be abolished and the work of Courts should be entrusted to the District Judges. Section 20 of the Mysore Civil Courts Act, 1964 should be amended to provide for appeals against decrees and orders passed by Munsiffs being filed directly in the Court of District Judge.
- (2) The Government should be invested with the power of enlarging the pecuniary jurisdiction to Rs. 15,000 of such of the Munsiffs as have put in 10 years of service and are recommended by the High Court both as regards their competency and the need for such action.
- (3) Sections 25 and 26 should be amended to empower a Civil Judge in charge of the post of a District Judge to pass orders in urgent matters.
- (4) The Act should be so amended on the pattern of Section 23 of the Bombay Civil Courts Act so as to empower the High Court to create additional posts of Civil Judges and Munsiffs for any Civil Court by keeping similar posts vacant in any other Court. Such provision will enable the High Court to cope with the problem of disposal of accumulated arrears without seeking for Government sanction which requires much correspondence and involves delay. This does not involve additional expenditure to Government except in the matter of Travelling Allowance and minor adjustments of ministerial posts.

Uniform Staffing Pattern

65.19. With a view to achieving uniformity in the staffing pattern in the Class III and Class IV (non-gazetted) Cadres in the Subordinate Courts in the different areas of the State, the Registrar has suggested that the following steps might be taken :—

- (i) The required number of posts of II Division Clerks might be upgraded to that of I Division Clerks so as to secure the ratio of 1 : 4 fixed while revising the scales of pay in 1961 ;
- (ii) There should be a Central Process Nazirs Branch in each District Court ;
- (iii) Class IV posts might be regrouped and divided into 3 categories with different scales of pay.

65.20. The Commission has considered these suggestions and is of the view that there should be a uniform staffing pattern for each category of Courts based on the assessment of work-load. The High Court may, in consultation with Government, undertake a "Work Study" of 2 or 3 Courts of each category and prescribe a standard staffing pattern. The question of increasing the strength of I Division Clerks to secure the normal ratio of 4 : 1 between II Division and I Division Clerks may be decided in the light of the work study as proposed.

Creation of Leave Reserve Posts in the Department

65.21. It was represented by some officials of the Department that the High Court of Andhra Pradesh had created some leave reserves in the ministerial cadres, that the system was working satisfactorily and that a similar system might be introduced in this State also. It has been ascertained that no such leave reserves are created in the Gazetted and Non-Gazetted cadres in the Subordinate Judiciary in the neighbouring States of Kerala, Andhra Pradesh, Madras and Maharashtra. The Registrar has stated that 10 per cent of the actual strength in all cadres may be created as leave reserve posts. The Commission recommends that leave reserve may be created in this Department in accordance with the general principles laid down in Chapter 8.

Cadre and Recruitment Rules and Scales of Pay

65.22. There is a feeling amongst the members of the subordinate Judiciary that their legitimate claims for higher scales of pay are not given due consideration. Apart from the reasons already stated under the relevant heads, it is necessary to note that a contented judiciary is an asset to a democratic administration. At present, judicial service has no attraction to intelligent lawyers who have lucrative practice at the Bar. So the scales of pay should be such as would attract lawyers who are above the average in intelligence, ability and experience. Though the scales that are now proposed are not as high as in Delhi and Punjab, the Commission considers that those proposed are just and commensurate with the qualifications, duties and responsibilities of these posts.

District and Sessions Judges (40) (Rs. 1,100—50—1,200—60—1,800)

65.23. According to the Cadre and Recruitment Rules appointments to the Cadre of District Judges are made by promotion of Civil Judges to the extent of 66½% of the total sanctioned strength of the Cadre and by direct recruitment from the Bar to the extent of 33½%. The existing modes of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 1,300—60—1,600—50—1,800.

District Judges (Selection Grade)

65.24. The Registrar has suggested that 20% of the existing posts of District Judges might be made Selection Grade posts in the cadre of District Judges. The Commission accepts the suggestion but recommends that 10% of the number of permanent posts in the cadre of District Judges may be upgraded to

the Selection Grade. Appointments to these posts may be made by selection from among the District Judges of marked ability, integrity and character. The Cadre and Recruitment Rules may be suitably amended. The scale of pay for these posts may be fixed as Rs. 1,800—100—2,000.

Civil Judges (38) (Rs. 600—40—1000)

65.25. According to the Cadre and Recruitment Rules appointments to the Cadre of Civil Judges are made by promotion on the basis of seniority-cum-merit from the cadre of Munsiffs. This mode of recruitment may continue. It was represented that the scale of pay overlaps that of Munsiffs, that most of the officers get no benefit on promotion to the cadre and that the scale of pay should be so fixed that some real benefit should accrue to the officers on promotion to the higher cadre. Long scales have been adopted in order to avoid stagnation in the lower cadres and hence overlapping is inevitable. The scale of pay for these posts may therefore be fixed as Rs. 700—40—900—50—1,200.

Munsiffs (176) (Rs. 350—25—650—30—800)

65.26. The Rules of Recruitment provide for these posts being filled by a competitive examination. This mode of recruitment may continue. There has been an all-round complaint that the present scale of pay is low in view of the following facts: (i) The candidates are double graduates; (ii) They must have put in a minimum practice for 4 years at Bar; (iii) They have to pass a competitive examination and (iv) the normal average age at entry is not less than 30 years. These factors do not seem to have been taken into consideration in fixing the present scale. The scale of pay for these posts may be Rs. 450—30—660—EB—40—900.

Sheristedars (District Courts) (14) (Rs. 250—10—320—15—440)

65.27. According to the Rules of Recruitment, appointments to these posts are to be made by promotion from the cadre of Sheristedars of Civil Judges' Courts on the basis of seniority-cum-merit. The existing mode of recruitment may continue. The Commission recommends that these posts may be in Class II Gazetted Cadre and designated as Registrars of District Courts. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

Sheristedars, Civil Judges Courts (11) (Rs. 180—10—270—15—360)

Head Munshis, Head Clerks, District Courts (15) (Rs. 180—10—320)

65.28. The Rules of Recruitment provide for the posts of Sheristedars, Civil Judges' Courts being filled by promotion from the cadre of Head Munshis and Head Clerks of the District Courts on the basis of seniority-cum-merit; the rules provide for the posts of Head Munshis and Head Clerks of District Courts being filled by promotion from the cadre of Sheristedars of Subordinate Courts on the basis of seniority-cum-merit.

65.29. The Commission considers that these two cadres could, with advantage, be amalgamated and a combined cadre formed for Sheristedars, Head Munshis and

Head Clerks. The posts in the combined cadre could be filled by promotion from the combined lower cadre of Sheristedars of Subordinate Courts and Head Munshis of Munsiffs Courts. The Rules of Recruitment may be amended accordingly.

65.30. The scale of pay for these posts in this combined cadre may be fixed as Rs. 200—10—280—15—370—EB—20—450.

Sheristedars of Subordinate Courts (87) (Rs. 140—5—150—8—190—10—250)

Head Munshis, of Munsiffs Courts (29) (Rs. 110—5—159—6—180—10—220)

65.31. According to the Rules of Recruitment the posts of Sheristedars of Subordinate Courts are to be filled by promotion from the cadre of Head Munshis of Munsiffs Courts and I Division Clerks, Head Record Keepers, Nazirs Grade I and Translators on the basis of seniority-*cum*-merit. The posts of Head Munshis of Munsiffs Courts are to be filled by promotion from a common list of I Division Clerks, Head Record Keepers, Nazirs Grade I and Translators in the same Grade of pay.

65.32. A Special Pay of Rs. 10 per mensem has been sanctioned to the Head Munshis of Munsiffs' Courts in view of the fact that after revision of scales of pay in 1957, I Division Clerks and Head Munshis were given the same scales of pay. Government have recommended that a Special pay of Rs. 10 per mensem may be sanctioned uniformly to the Head Munshis of Munsiffs Courts and Head Clerks of Magistrates Courts of all areas in the State with effect from 1st January 1957.

65.33. The Commission considers that the cadre of Sheristedars of Subordinate Courts could, with advantage, be amalgamated with the cadre of Head Munshis of Munsiffs' Court and a combined cadre formed. The posts in the combined cadre may be filled by promotion from the cadre of I Division Clerks, Head Record Keepers, Nazirs Grade I and Translators on the basis of seniority-*cum*-merit. The Rules of Recruitment may be amended accordingly.

65.34. The revised scales of pay for the combined cadre of Sheristedars of Subordinate Courts and Head Munshis of Munsiffs Courts may be fixed as Rs. 175—10—275—15—350—EB—20—450.

65.35. In view of the fact that the revised scale of pay has been recommended for these posts it is not considered necessary to grant any special pay to Head Munshis and Head Clerks.

I Division Clerks, Head Record Keepers, Nazirs Grade I and Translators (151) (Rs. 110—5—150—6—180—10—220)

65.36. The Rules of Recruitment provide for 66 $\frac{2}{3}$ % of vacancies occurring "hereafter" in this cadre being filled by direct recruitment through the Public Service Commission and in accordance with Ministerial Services (Recruitment) Rules, 1958 and 33 $\frac{1}{3}$ % by promotion from the cadre of II Division Clerks, Record Keepers and Nazirs Grade II in the grade of Rs. 50-3-80-4-120. This mode of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 140—5—150—8—190—EB—10—260—15—290.

II Division Clerks, Record Keepers, Nazirs Grade II } (1115) (Rs. 80—3—110—4—130—5—150)
(Rs. 50—3—80—4—120)

65.37. According to the Rules of Recruitment appointments to these posts are to be made to the extent of 90% of the vacancies by direct recruitment through the Public Service Commission and in accordance with the Mysore Ministerial Service (Recruitment) Rules, 1958 and the remaining 10% by promotion of Class IV staff. These modes of recruitment may continue. The scale of pay for these posts may be fixed as Rs.95—3—125—4—145—EB—5—200.

Cash Allowances to Nazir and Cash Clerks Dealing with Cash

65.38. At present Special pay (Cash Allowance or Duty Allowance) of Rs.10/- per mensem is given to the Cash Clerks and the Nazirs of Subordinate Courts dealing with cash, only in certain Districts in the State. It has been suggested that this cash allowance might be extended to such of those officials in the Civil and Criminal Courts in the State who are actually dealing with cash and maintaining Cash Books. The Commission recommends that Cash Clerks and Nazirs of Subordinate Courts dealing with Cash may be paid cash allowance at 10% of the mean between the maximum and minimum of the scale of pay attached to the post in accordance with the principles enunciated in Chapter 5 dealing with Special pay.

I Grade Stenographers (37) (Rs.110—5—150—6—180—10—220)

65.39. The Rules of Recruitment provide for 66 $\frac{2}{3}$ % of these posts being filled by direct recruitment of persons who have passed S. S. L. C. examination or possess equivalent qualifications with a pass in Senior Typewriting and Shorthand examination and the remaining 33 $\frac{1}{3}$ % by promotion from the cadre of Typists qualified in shorthand. These modes of recruitment may continue.

65.40. The Stenographers of the Judicial Department have represented to the Commission that they might be designated as Junior Judgment Writers (Stenographers Grade II) and Senior Judgment Writers (Stenographers Grade I). The Commission does not think it necessary to change the designation. They have also represented that they should be given better scales of pay than the Stenographers of corresponding status in other Departments. The Commission has considered this question and recommends that the Stenographers attached to the District Judges, Civil Judges and Magistrates in that cadre, (and Tribunals) may be given the same scales of pay as I Division clerks viz., Rs.140—5—150—8—190—EB—10—260—15—290 and a special pay of Rs. 50 per month (as against the special pay of Rs. 30 per month recommended to be continued in respect of the I Grade Stenographers of other Departments) as their work is heavy and as they have also to work overtime and even on holidays on many occasions.

II Grade Stenographers and Typists (200) (Rs. 80—3—110—4—130—5—150)

65.41. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons who have passed the S.S.L.C. examination or possess equivalent qualification with a pass in Junior Grade Typewriting and Junior Grade Shorthand Examination. This mode of recruitment may continue.

65.42. Stenographeas Grade II who are attached to the Munsiffs and Magistrates have heavy work and on several occasions they are also required to work overtime. It is, therefore, represented that they might be given a scale higher than that for their counterparts in other Departments. The scale of pay for this cadre may be Rs. 95—3—125—4—145—EB—5—200. The Typists may be given the same scale of Special Pay as the Typists in other Departments *viz.*, Rs. 10 per mensem, while the Stenographers may be given a Special Pay of Rs. 30 per mensem (as against the usual Special Pay of Rs. 20 per mensem in other Departments) in consideration of the facts mentioned above in respect of I Grade Stenographers attached to Judicial Officers (and Tribunals).

65.43. The Commission has recommended in Chapter 4 that Stenographers and Typists who did not opt for the clerical scales of pay might be given the following revised scales of pay :

I Grade Stenographers	.....	Rs. 175—10—275—15—350—EB—20—450.
II Grade Stenographers and Typists.		Rs. 110—4—130—5—170—EB—6—200.

The Stenographers Grade I and Grade II who have not opted to the clerical scales may be given Special Pay at the rate of Rs. 20 and Rs. 10 per mensem respectively.

Special Allowance for Stenographers Grade I and II

65.44. The Stenographers Grade I and Grade II attached to the Judicial Officers and Tribunals have represented that as they have to attend the residences of these officers who mostly give dictations outside office hours, they should be given additional Special Pay or Conveyance Allowance. The Commission recommends that such of the Stenographers in Grade I and II who are required to attend the residences of Judicial Officers and of Tribunals may be given an additional Special Pay of Rs. 20 and Rs. 15 per mensem respectively.

Copyist Examiners (51) (Rs. 80—3—110—4—130—5—150)

65.45. According to the Rules of Recruitment the posts of Copyist-Examiners are to be filled by promotion from the cadre of Copyists Grade I in their turn. This mode of recruitment is adequate.

65.46. At present the scale of pay for both these cadre is the same *viz.*, Rs. 80—3—110—4—130—5—150. If the posts of Copyist-Examiners are to be filled by promotion from the cadre of Copyists Grade I, the scale of pay for the former would have to be slightly higher than that for the latter. The scale of pay for these posts may be revised as Rs. 110—4—130—5—170—EB—6—200.

Typist Copyists : (48) (Rs. 80—3—110—4—130—5—150)

65.47. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons who have pass the S.S.L.C. Examination or possess equivalent qualification and a pass in Junior Typewriting Examination. This mode of recruitment is adequate.

65.48. The scale of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

Copyists Grade I : (209) (Rs. 80—3—110—4—130—5—150)

65.49. According to the Rules of Recruitment appointment to these posts are to be made by direct recruitment of persons who have passed the S.S.L.C. Examination or possess equivalent qualification and who are able to read and write the language of the District. This mode of recruitment may continue.

65.50. The scale of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

Copyists Grade II : (35) (Rs. 70—2—80—3—110)

65.51. According to the Cadre and Recruitment Rules, no recruitment will be made to these posts in future.

65.52. The scale of pay for the present incumbents of these posts may be revised as Rs. 85—2—95—3—125—EB—4—145.

Amins and Attenders Grade I : (461) (Rs. 60—1—70—2—90)

65.53. According to the Rules of recruitment appointments to these posts are to be made by promotion from the cadre of Record Attenders, Book Binders, Process Servers and Jamedars.

65.54. The Commission considers that the posts of Amins (to be redesignated as Bailiffs) may be filled by promotion from the cadre of Process Servers. The posts of Attenders Grade I may be filled by promotion from the cadre of Attenders Grade II.

65.55. The Rules of Recruitment may be amended accordingly.

65.56. The scale of pay for the cadre of Bailiffs and Attenders Grade I may be revised as Rs. 95—3—125—4—145—EB—5—200.

<i>Record Attenders</i>	(5)	| (Rs. 60—1—70—2—90)
<i>Book Binders</i>	(3)	
<i>Jamedar</i>	(1)	

65.57. The Rules of Recruitment provide for these posts being filled by promotion from the cadre of Daftarbunds, Mutchis, Attenders Grade II and Daffedars.

65.58. The Commission considers that the posts of Record Attenders and Book Binders may be filled by promotion from the cadre of daftarbunds and Mutchis.

65.59. The posts of Jamedars may be filled from the cadre of Daffedars.

65.60. The Rules of recruitment may be amended accordingly.

65.61. The scale of pay for these posts may be Rs. 85—2—95—3—125—EB—4—145.

Daffedars, Daftarbunds, Mutchis, Attenders Grade II : (121) (Rs. 55—1—65—2—75)

65.62. The Rules of Recruitment provide for these posts being filled by promotion from the cadre of other Class IV staff. This mode of recruitment may continue.

65.63. The scale of pay for these posts may be fixed as Rs. 80—2—90—3—120—4—140.

Process Servers: (693) (Rs. 55—1—65—2—75).

65.64. According to the Rules of Recruitment, appointments to these posts are to be made by direct recruitment. This mode of recruitment is adequate.

65.65. The scale of pay for these posts may be fixed as Rs. 65—1—75—2—95.

Peons, Guards, Watchmen, Dalayat, Masalchi, Gollar, Farash and Sweepers (718) (Rs. 50—1—60).

65.66. There are corresponding posts in other Departments and the scales of pay applicable to these posts will also apply to these officials.

Delegation of Powers

65.67. The Judicial Officers have been invested with certain powers in regard to administrative matters; these powers are however, so few and of such a routine nature that several cases have to be referred to the High Court for orders. The Commission considers that adequate powers should be delegated to the Judicial Officers at all levels in order to obviate the necessity of making references to the High Court even in routine matters. The former High Court of Bombay had delegated adequate powers to the District Judges and other subordinate Judicial Officers. The Commission suggests that further administrative powers may be delegated to the Judicial Officers in this State, more or less on the following lines:

(1) The appointments to all the posts in the District-wise cadres of the Class III posts in the Subordinate Judicial Service in each District may be made by the District Judge.

(2) Initial appointments to all Class IV posts in the Courts may be made by the Presiding Officers of the Courts concerned; the subsequent promotions in Class IV cadre and transfers of Class IV employees within the District may be ordered by the District Judge.

(3) Under the Mysore Civil Services (Classification, Control and Appeal) Rules, 1957, the District Judges and Civil Judges have been given certain powers but as they are not quite adequate the Commission considers it desirable to empower the Judicial Officers to impose:

(a) penalties, other than dismissal or removal from service and compulsory retirement, specified in the Mysore Civil Services (Classification, Control and Appeal) Rules upon all members of the Ministerial establishments of their Courts;

(b) all the penalties (including dismissal or removal from service and compulsory retirement) specified in the Mysore Civil Services (Classification, Control and Appeal) Rules in respect of members of Class IV establishments.

(4) In every District, the District Judge should keep a book containing the names of all the ministerial officers in the District-wise cadres in all the Courts of the District arranged in the order of seniority with such remarks as are necessary for guidance on questions of promotion. This book should have a column showing any relevant relationships or connections of each officer in different places within the District and a column for instances of good and bad services of zeal and want of zeal. Each District Judge should circulate copies of the gradation lists of such ministerial officers (clerical and other establishments) of his district once a year so that the Subordinate Judicial Officers and the members of their establishments may know about their seniority, etc. District Judges should freely consult the Subordinate Judicial Officers as to all matters affecting the promotion of members of the establishment and the latter should be encouraged to write freely as to the fitness or want of fitness for promotion of any members of their establishments or in cases of special merit. The District Judges should be empowered to order promotions of non-gazetted personnel in the District-wise cadre in the District.

(5) All applications for earned leave from the ministerial personnel might be made to the Presiding Officer of the concerned court, and the Presiding Officer may grant the leave, unless where a substitute is necessary in which case he should forward the application to the District Judge.

(6) The District Judge or an Additional Judge need not apply to the High Court for Casual Leave unless he wants to leave the Headquarters; but he should submit a report to the High Court as soon as he returns to duty from such leave giving reasons for his leave and its duration. An additional Judge should inform the concerned District Judge of his intended absence on such leave to enable the District Judge to make arrangements for the disposal of urgent work; if a District Judge has to leave his Headquarters during casual leave, he must obtain the previous permission of the High Court for his doing so; unless, for reasons beyond his control, he could not do so, in which case he should report to the High Court of the nature of his urgency which prevented him from taking prior permission to leave the Headquarters.

(7) The District Judges may be authorised to submit proposals to the High Court for transfer and posting within the District of any Munsiff or Magistrate having no adequate work for being posted to another Court temporarily if arrears have accumulated in such Court.

CHAPTER 65

SUBORDINATE JUDICIARY DEPARTMENT

Sl. No.	Designation	Number of posts	Existing scales of pay and Special Pay	Rs.	Recommended scales of pay and Special Pay.	Remarks
				Rs.		Selection Grade.
1	District and Sessions Judge	...	1,100-50-1,200-60-1,800		1,300-60-1,600-50-1,800 1,800-100-2,000	
2	Civil Judge	38	600-40-1,000		700-40-900-50-1,200	
3	Munsiff	176	350-25-650-30-800		450-30-600-EB-40-900	
4	Sheristadar (District Courts)	14	250-10-320-15-440		275-20-375-EB-25-525	
5	Sheristadar (Civil Judges' Courts)	11	180-10-270-15-360		200-10-280-15-370-EB-20-450	
6	Head Munshi, Head Clerks (District Courts.)	15	180-10-320		200-10-280-15-370-EB-20-450	
7	I Division! Clerks, Head Record Keeper, Nazir Grade I, Translators.	151	110-5-150-6-180-10-220		140-5-150-8-190-EB-10-260-15-290	
8	Sheristadars of Subordinate Courts...	87	140-5-150-8-190-10-250		175-10-275-15-350-EB-20-450	
9	Head Munshis of Munsiffs' Courts	29	110-5-150-6-180-10-220		175-10-275-15-350-EB-20-450	
10	II Division Clerks, Record Keeper	1115	80-3-110-4-130-5-150		95-3-125-4-145-EB-5-200	
11	Nazir Grade III	...	50-3-80-4-120		95-3-125-4-145-EB-5-200	
12	I Grade Stenographer	37	110-5-150-6-180-10-220		175-10-275-15-350-EB-20-450	
13	II Grade Stenographer	200	80-3-110-4-130-5-150 + Special pay Rs. 20 p.m. or Rs. 10 p.m.		95-3-125-4-145-EB-5-200 + Spl. pay Rs. 20 p.m. or Rs. 10 p.m.	
14	Copyist Examiner	51	80-3-110-4-130-5-150		110-4-130-5-170-EB-6-200	
15	Typist Copyist	48	80-3-110-4-130-5-150		95-3-125-4-145-EB-5-200	
16	Copyist Grade I	299	80-3-110-4-130-5-150		95-3-125-4-145-EB-5-200	
17	Copyist Grade II	35	70-2-80-3-110		85-2-95-3-125-EB-4-145	

Subordinate Judiciary Department (concl'd.)

No.	Designation	Number of posts	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks
			Rs.	Rs.	
18	Amins and Attender Grade I . . .	461	60-1-70-2-90	95-3-125-4-145-EB-5-200	Amins redesignated as Bailiffs
19	Record Attender, Book Binder, Jamedar	5 3 1	60-1-70-2-90	85-2-95-3-125-EB-4-145	
20	Daff-dars, Dafterbands Attender Grade II.	121	55-1-65-2-75	80-2-90-3-120-4-140	
21	Process Server	693	55-1-65-2-75	65-1-75-2-95	
22	Peons, Guards, Watchmen, Dalayat Masalchi, Gollar, Farash, Sweepers	718	50-1-60	60-1-80-2-90.	

CHAPTER 66

The Office of the Chief Translator to Government

66.1. The post of the Kannada Translator to Government was re-designated as the Chief Translator to Government and his office was re-organised in the year 1959. The Unit of the Chief Translator is treated not as an independent department but as an attached office under the administrative control of the Department of Law and Parliamentary Affairs in the Secretariat.

66.2. The main functions of this unit include translation of all the Bills introduced in the State Legislature, Ordinances, Rules, Bye-laws, Notifications and matters of a statutory nature, Weekly Gazettes, Bills introduced in the Parliament and circulated for eliciting public opinion, Central Acts, Rules, Ordinances, other matter like Reports etc., of the Commissions constituted by the Centre and all other miscellaneous matters received for translation. In addition to these, this unit is entrusted with the work of translation of Budget documents, petitions, documents, records and other miscellaneous matters received from the offices of the Ministers and other departments in minority languages. The work under Section 9 (a) and (b) of the Press and Registration of Books Act 1867, is also attended to by this Unit.

66.3. This office has an Administrative Section and sections dealing with State Legislation, Central Legislation, Minority Languages and Registration of Books and Publications. The Chief Translator is the Head of the office and *ex-officio* Examiner of Books. He is assisted by three Assistant Translators (two for Kannada and one for Minority Languages) and other non-gazetted staff.

Upgrading the office as a Minor Department

66.4. It was represented that this office might be declared a Minor Department with the Chief Translator as the Head of the Department and the status and scale of pay of the post of the Chief Translator might be equated to that of a Deputy Secretary to Government and that he might be declared to be an *ex-officio* Deputy Secretary in the Department of Law and Parliamentary Affairs. The Commission has examined the question and considered that the Chief Translator may be declared the Head of a Minor Department in view of the fact that the importance of Kannada as the State Language is increasing and consequently the duties and responsibilities of this post are bound to increase hereafter. The Commission has taken into consideration the size of this office or unit and has come to the conclusion that it is not necessary to equate the post of the Chief Translator with that of a Deputy Secretary to Government and that it would be adequate if it is equated with the post of an Under Secretary to Government. The Law Department shall, however, continue to be the administrative Department for all purposes.

Translation Branch

66.5. At present, the Legislature Secretariat, the Mysore High Court and the Government Press have their own translation branches with the following staff:—

(i) *Legislature Secretariat.*

Translators (4) Rs. 225—10—285—15—375.

(ii) *The High Court.*

Section Officer (1) Rs. 250—20—350—25—500.

First Division Translators (18) Rs. 130—5—150—8—190—10—270.

Second Division Translator (1) Rs. 80—3—110—4—130—5—150.

(iii) *The Government Press.*

Translators (2) Rs. 225—10—285—15—375.

Assistant Translators (12) Rs. 120—5—150—8—190—10—240.

The question of transferring these branches to the Translation Department in order to secure greater efficiency and to provide more promotional opportunities to the personnel of these branches than at present was examined. The Commission considers that the translation unit of the Legislature Secretariat (for the reasons assigned in the relevant chapter) may be retained for the present as a separate wing in the Legislature Secretariat itself, and that as and when the incumbents of these posts are either promoted or retire from service, such posts may be abolished in the Legislature Secretariat and the work which they might be doing may be transferred to the Chief Translator's Office by creating additional posts in the latter office to the extent considered necessary for handling the work so transferred. By doing so, the translation unit in the Legislature Secretariat will get liquidated in course of time and all the work which it is attending to, will get transferred to the office of the Chief Translator.

66.6. There is a translation unit in the High Court. The question of transfer of the officials of this unit to the common pool in the Translation Department was discussed with the Registrar, High Court. He stated that the nature of the work done by the officials was different from that done normally in the Department in the Secretariat and that creation of a common cadre would not be helpful. Whatever may be the merits of this ground, there is a legal difficulty in transferring an official of the High Court to a Department of Government, since all appointments of officials in the High Court are made by the Chief justice or any Judge nominated by him under Article 229 of the Constitution. The Commission, therefore, considers that amalgamation of the translation unit in the High Court with the Department is not feasible.

66.7. The Commission feels no such difficulty in the case of officials working in the translation section of the Government Printing Press. The liens of the persons working in the Government Press may be transferred to the office of the Chief Translator and a common cadre constituted for the officers and officials in

these units, (before the liens of these persons are so shifted to the Translation Department they may be given the option to remain in their parent department by being absorbed against suitable equivalent posts in the general line or to go over to the Translation Department against posts equivalent to those currently held by them). The common cadre thus formed may provide for a deputation reserve and officials sent on deputation from the Translation Department to the Government Press. The Cadre and Recruitment Rules in the Department of Printing Press may be so amended as to provide for taking officials on deputation from the Translation Department.

Creation of the post of I Division Clerk

66.8. It was represented that a Senior Translation Assistant of this office had been looking after cash and stationery, that this item of work could very well be looked after by a First Division Clerk and that it was not worthwhile wasting a Translation Assistant with his special qualifications and knowledge to attend to this work. It was, therefore suggested that the post of a First Division Clerk might be created for the purpose. This suggestion is quite reasonable and economic and it is accordingly recommended that one post of First Division Clerk may be created in this Department to look after the administrative work and filled by taking an Assistant on deputation from the Mysore Government Secretariat as otherwise the official holding an isolated post in the Department will not have promotional opportunities.

Norms of work

66.9. This is a Department in which the nature of work lends itself to be regulated with reference to standard principles. According to Government Order No. GAD 13 TAR 57, dated the 24th August 1959, each Translation Assistant has to translate five folios per day. The norms fixed for the Translators in the High Court is twelve folios per day. Even making allowance for the fact that the work in the High Court is of a set pattern and that in the Translation Department is of a variegated character, the present norm of five folios per day is absolutely low. The norm may be raised tentatively to eight folios per day and the final norms fixed after conducting a Time and Motion Study.

Additional remuneration

66.10. During the course of discussion, it was suggested that additional remuneration might be paid to the staff for attending to the work of translation of material received from the Departments of the Government of India etc. The Commission is of the opinion that the staff of the office need not be paid any additional remuneration for attending during office hours to the work of the translation of material sent by the Departments of the Government of India. It was brought to the notice of Commission that the State Government made some *ad hoc* payment to the translation wing from out of Rs. 8,032 received from the Government of India for translating some manual of the Official Languages Commission. This was definitely an equitable act on the part of the State Government. The Commission accordingly recommends that whenever fees or amounts in lumpsums

are received towards work done by the officials in the translation department of Government, from the Government of India, the State Government may pass on fifty per cent of such fees to the officials who attend to the work provided that they attend to such work out of office hours and without prejudice to the regular work, according to the norms prescribed.

Cadre and Recruitment Rules and Scales of Pay

Chief Translator : (1) (Rs. 350—25—650—30—800)

66.11. According to the Rules of Recruitment, appointment to the post of Chief Translator can be made by promotion on the basis of seniority-cum-merit from the cadre of the Assistant Translators of the Chief Translator's Office or by transfer from a corresponding or equivalent collegiate cadre of the Mysore Education Service or by direct recruitment of a person holding a degree of Master of Arts in Kannada and who must be proficient in English also and must be able to translate with ease from English to Kannada and Kannada to English, preference being given to a person holding an additional degree or diploma in Marathi, Tamil, Telugu or Urdu, if there is no suitable candidate in the cadre of Assistant Translators. The commission considers that the first two modes of recruitment to this post, namely, promotion of Assistant Translators or transfer from the Collegiate cadre of the Mysore Education Service are quite adequate and sufficient to meet all contingencies. The provision for direct recruitment, if resorted to, will deny an opportunity for promotion to persons in service. As the two alternative modes prescribed in the Recruitment Rules for this post are adequate, the Commission considers that the third mode providing for direct recruitment may be altogether deleted.

66.12. The scale of pay prescribed for this post is Rs. 350—25—650—30—800. This scale is identical with the scale of pay of Under Secretaries in the Secretariat subject to the difference that no Special pay is attached to this post, while an Under Secretary in the Secretariat draws a special pay of Rs. 75 per month in addition to his grade pay. The scale of pay for the corresponding post in Andhra Pradesh is Rs. 600—40—1000, in Kerala Rs. 550—40—750—50—800, while that in Maharashtra is Rs. 1100—50—1300 (Director of Languages). It has been represented that the scale of pay for this post might be equated to that for the post of a Deputy Secretary to Government in the Secretariat. As already indicated, the post of the Chief Translator is proposed to be equated with that of an Under Secretary to Government in the Secretariat. The scale of pay for this post may, therefore, be the same as that for an Under Secretary to Government in the Secretariat.

Assistant Translators : (3) (Rs. 300—25—550—30—700)

66.13. There are three posts of Assistant Translators; one, in charge of translation of State Legislation, the second, in charge of Central Legislation and the third, in charge of Minority Languages (Tamil, Telugu, Marathi and Urdu). According to the Rules of Recruitment, these posts are to be filled by promotion either from the cadre of Superintendents or from the cadre of Translation Assistants (Senior) in the languages concerned, who have put in a minimum period of

five years of service in the said cadre. The Commission considers that the existing modes of recruitment are quite adequate. The scale of pay for these posts may be Rs. 350—25—600—30—780—EB—40—900.

Superintendent : (1) (Rs. 250—15—310—20—470)

66.14. The Rules of Recruitment provide that the post of Superintendent has to be filled by promotion from the cadre of Translation Assistants (Senior) who have put in a minimum period of five years of service in the cadre. This mode of recruitment may continue. He is in charge of the administrative section. The scale of pay for the post may be revised as Rs. 275—20—375—EB—25—525.

Translation Assistants (Senior) : (9) (Rs. 225—10—285—15—375)

66.15. The Rules Recruitment provide that these posts may be filled by promotion from the cadre of Translation Assistants (Junior) in the language concerned, who have put in a minimum period of five years of service in the said cadre. There is also provision for direct recruitment of a candidate holding a degree of Bachelor of Arts of a recognised University with Second Class in the language along with a good knowledge of English. It was represented that a higher minimum qualification *viz.*, B.A. (Hons.) in Kannada (preferably Master of Arts) might be prescribed for the posts of Translation Assistants. The Commission considers that the posts need not necessarily be filled by persons with such high qualifications and that the existing minimum qualification prescribed for the recruitment of Translation Assistants may continue. The scale of pay for these posts may be Rs. 250—10—300—15—420—EB—20—500.

Translation Assistants (Junior) : (11) (Rs. 120—5—150—8—190—10—240)

66.16. Under the Rules of Recruitment, ten per cent of these posts are filled by promotion from the cadre of Second Division Clerks, while the remaining ninety per cent are filled by direct recruitment of graduates in Arts in the language for which recruitment is made and who should have a good knowledge of English. The Commission considers that it is necessary to retain both the modes of recruitment as also the proportion. Taking into account the scale of pay proposed for posts with identical qualifications, the Commission recommends that the pay-scale for these posts may be fixed as Rs. 140—5—150—8—190—EB—10—260—15—290.

Stenographer : (1) (Rs. 120—5—150—8—190—10—240)

Second Division Clerks : (3) (Rs. 80—3—110—4—130—5—150)

Typists : (3) (Rs. 80—3—110—4—130—5—150) + *Special pay of Rs. 10/- per month.*

Attender : (1) (Rs. 70—2—90)

Dalayats : (6) (Rs. 50—1—60)

66.17. These are posts common to all Departments of Government and the scales of pay for these officers may be the same as for officers holding comparable posts in the other Departments of Government.

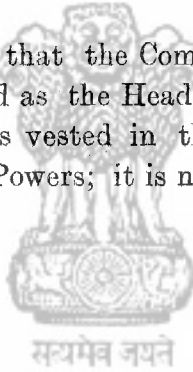
Special Pay

66.18. It was represented that much difficulty was felt in getting suitable candidates for the posts of Translation Assistants (Junior) in Minority Languages as they had no promotional opportunities and that it might be desirable to give some Special Pay to such of the Kannada Translation Assistants, who also know one of the minority languages and were entrusted with work in such language in addition to their normal duties. The Commission considers that the request is reasonable and recommends that the Kannada Translation Assistants, who have adequate knowledge of minority languages, may be given a Special Pay of Rs. 15 per month, if they attend to the work relating to the minority languages in addition to their regular work provided that no person is appointed to the post of the Translation Assistant for the concerned Minority Language.

66.19. Special Pay to the Stenographers, Typists and Cycle Orderlies may be regulated in accordance with such general principles as are laid down for similar posts in the Secretariat.

Delegation of Powers

66.20. In view of the fact that the Commission has recommended that the Chief Translator may be declared as the Head of a Minor Department, he would naturally exercise all the powers vested in the Head of a Minor Department, under the Manual of Financial Powers; it is not considered necessary to delegate any further powers to him.



CHAPTER 66

Chief Translator to the Government of Mysore, Bangalore.

No.	Designation	No. of Posts	Existing scale of Pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
1	Chief Translator	...	350-25-650-30-800	450-30-660-EB-40-900	
2	Assistant Translator	...	300-25-550-30-700	350-25-600-30-780-EB-40-900	
3	Superintendent	...	250-15-310-20-470	275-20-375-EB-25-525	
4	Translation Assistant (Senior)	...	225-10-285-15-375	250-10-300-15-420-EB-20-500	
5	Translation Assistant (Junior)	...	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
6	Stenographer	...	120-5-150-8-190-10-240 +Special Pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290 +Special Pay Rs. 30 p.m.	
7	II Division Clerk	...	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
8	Typist	...	80-3-110-4-130-5-150 +Special Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 +Special Pay Rs. 10 p.m.	
9	Attender	...	70-2-90	85-2-95-3-125-EB-4-145	
10	Dalayat	...	50-1-60	60-1-80-2-90	

CHAPTER 67

Bureau of Economics and Statistics

67.1. An independent Department of Statistics was established in the year 1955 with the State Statistician as its Head. The designation of the post of State Statistician was changed to Director of Statistics in the year 1961. In 1966, the Director of Statistics was also appointed as the Registrar General of Births, Deaths and Marriages and the work of issuing Birth and Death Certificate was transferred to this Department. The nomenclature of this Department has now been changed to "Bureau of Economics and Statistics". This Department is classified as a Minor Department.

67.2. The main activities of the Department are collection and publication of statistical data in a systematic form.

67.3. The Director of the Bureau is the Head of the Department. He is assisted at the Headquarters by Deputy Directors, Assistant Directors, Headquarters Assistant and other officers. There are District Statistical Officers (in the grade of Assistant Directors of Statistics) for each district; they are assisted by Senior Statistical Assistants, Junior Statistical Assistants and other staff. There is one additional post of Statistical Officer for the Intensive Agricultural Development Programme in Mandya District.

67.4. It was represented that the Department might be upgraded as a Major Department in view of the fact that its activities were increasing, that almost every aspect of development was covered by it and that the purposeful planning of developmental activities of the State was dependent on the material collected and collated by it. Taking into consideration the various grounds put forward in this behalf, the Commission recommends that the Bureau of Economics and Statistics may be declared a Major Department.

Taluk Level Agency

67.5. Officers of this Department are working as Progress Assistants in the Community Development Blocks on deputation and are dealing with matters falling exclusively within the ambit of the activities of the Development Department; but there are no officers of the Department at the Taluk level for collecting the data from the primary reporting agencies in matters not directly connected with the activities of the Development Department. It was emphasised that it might be desirable and necessary to have functionaries at the taluk level for collecting data from the primary reporting agencies in respect of "non-development" matters also, and for undertaking statistical surveys or other work which

might be entrusted to them by the Bureau. It was accordingly suggested that the Progress Assistants who were under the technical control of the Bureau and under the administrative control of the Development Department might be withdrawn from the Block Agency and posted as Taluk level Junior Statistical Assistants. There does not appear to be any particular advantage in removing the Progress Assistants from the Blocks. The other work contemplated could be entrusted to these Progress Assistants without disturbing the present set-up. The Commission, therefore, considers that both in the interest of efficiency and of harmonious working at the Taluk level, it would be advisable to retain the Progress Assistants as members of the Block team with administrative and technical control vested with the Development Department and the Bureau respectively and that the needs of the Bureau will be met if the Government issue executive instructions to the Progress Assistants to attend to all the items of work that may be required of them from time to time by the Bureau in addition to the items of work relating to the Community Development Organisation. At the Taluk level, the Progress Assistants may collect data from the various primary reporting agencies in respect of both development and non-development activities, check their correctness, collate the data so collected and pass them on to the District Statistical Officers.

Centralised Statistical Organisation

67.6. Some of the administrative Departments have their own statistical units at present. It was suggested that this Department might be treated as a Service Department, that all the officials working in the Statistical Wings of the various administrative departments might be brought under this Department and that Statisticians might be sent to other Departments on deputation. It was represented on behalf of the staff of the Department that each Department had to attend to its own special nature of work and that only those who had specialised in a particular subject and been working in each of the Department might be retained in such Departments and given, if necessary, extension training. The staff also represented that the constitution of a common cadre might affect the prospects of promotion of the officials already working in the Bureau. Though different departments can have small Statistical units, if necessary, the Commission considers that they should be manned by officers taken on deputation from the Bureau and accordingly suggests that the posts of Statisticians in the various departments except where suggestions are made to the contrary, may be brought under the control of the Bureau of Economics and Statistics and the officers of the Bureau sent on deputation to the departments, which require the services of Statistical Officers. The officers now working as Statisticians in such departments may be given the option of either being absorbed in the "enlarged" Bureau of Economics and Statistics or to continue in their concerned Administrative Departments against suitable post to be provided for them; the liens of such of them as are willing to be absorbed in the Bureau may be shifted against posts in the Bureau corresponding to the posts which they are now occupying in the concerned Administrative Departments.

Mechanisation of work

67.7. The Bureau has got the following items of equipment for doing the work pertaining to its own Department as also for doing the work entrusted to it by other Departments of Government as, for example, the Public Service Commission.

Tabulators

Calculators

Punchers

Verifiers.

The Commission has seen the working of the equipment now available in the Bureau, of the Computers in the Hindustan Machine Tools, Ltd., and of the Bradma Machines.

67.8. The Secondary Education Examination Board of the State Government are even now hiring out time on the Computer for attending to major items of work like the results of the S. S. L. C. examination. It would not be worthwhile for the State Government to go in for a Computer as the work which the various Departments of Government can provide for it would be insignificant compared to its capacity, and the installation charges and the hire charges to be paid month after month are both very heavy. The State Government need not, therefore, go in for a Computer but may continue the existing arrangement under which they are hiring out time on the Computers available with the Hindustan Machine Tools Ltd. (or any other Public Sector Organisation).

67.9. From the information which the Commission was able to collect, the equipment available with the Bureau is being utilised fully and there is no spare capacity at the moment. The equipment is, however, a little out-dated and required to be replaced by similar equipment of the latest model. The various Departments of Government may be encouraged to adopt the *pro-formae* in which they are collecting data so that they could be fed into these machines. If this were to be done and if the work that is entrusted to the Bureau were to increase, it may become necessary to run the equipment during a second shift. The Commission accordingly recommends that Government may issue instructions to the Heads of all Departments, that they might re-frame their *pro formae* in consultation with the Bureau so as to conform to the requirements of the equipment and to utilise this equipment to the maximum possible extent. If at any further stage, the equipment is required to be replaced, the Government may consider the question of going in for the latest equipment.

67.10. If the Bradma Machine is to be installed and utilised it would reduce considerable repetitive work that has to be done in the various offices. It might, however, be not worthwhile purchasing Bradma machines for each individual office since such offices may not be able to keep the machine engaged for a reasonable part of each working day throughout the month. It is, therefore, suggested that one machine may be purchased and maintained centrally either with the Bureau or in a central office like the Vidhana Soudha and the work of all the major offices in Bangalore got done by this machine. The machine is already in use in the

Gulbarga Division for issuing Notices and maintaining accounts in respect of loans given by Government and the arrangement is understood to be working satisfactorily. Government may examine the feasibility of introducing similar arrangement in the other Districts or Divisions in case the work-load in a particular district or division justifies the installation of such equipment ; if the equipment is so installed it may be incidentally utilised for other miscellaneous purposes like preparation of salary bills, etc. If a decision is taken to purchase one or two machines, the necessary personnel ought to be got trained before the purchase and installation of the machines.

Cadre and Recruitment Rules and Scales of Pay

Director : (1) (Rs. 600 40 1,000)

67.11. According to the Rules of Recruitment, the appointment to the post of Director can be made by promotion by selection of the Deputy Directors of Statistics or by direct recruitment of persons who possess a Master's degree in Statistics or Economics or Mathematics with Statistics as one of the subjects, and a Diploma in Statistics, and have five years' practical experience in statistical work. The present incumbent of the post is an officer in the selection grade of the Indian Administrative Service. The Rules of Recruitment relating to this post may be suitably modified so as to provide for its being filled either by promotion of Deputy Directors or by deputation of an officer in the senior time-scale of the Indian Administrative Service or the Mysore Administrative Service. The Commission considers that these two modes of recruitment are adequate to meet all contingencies and suggests that the provision for direct recruitment may be altogether deleted.

67.12. The scale of pay prescribed for this post is Rs. 600—40—1,000. The post also carries a Conveyance allowance of Rs. 75 per mensem. As indicated elsewhere, the Commission considers that instead of continuing the Conveyance allowance the scale of pay for such posts should be so regulated as to compensate the officers fully for the duties and responsibilities attached to that post. The posts of Directors of Statistics in the neighbouring States carry the following scales of pay :

Maharashtra	....	Rs. 1,100—1,350.
Kerala	....	Rs. 1,000—1,300.
Andhra Pradesh	....	Rs. 900—1,200.

In view of these scales, the Commission considers that the proper scale for this post would be Rs. 900—40—1,100—50—1,300.

Deputy Directors : (4) (Rs. 350—25—650—30—800)

67.13. These posts are to be filled according to the Rules of Recruitment either by promotion by selection from the cadre of Assistant Directors or by direct recruitment of graduates (I Class) in Statistics or graduates in Economics or Mathematics (I Class) with a Diploma in Statistics. For the reason already assigned in dealing with similar provision relating to the Director, the Commission

considers that the provision for direct recruitment may be deleted. It was represented to the Commission by the staff of this Department that at present there is one Deputy Director for every six or ten Assistant Directors and that there might be one Deputy Director for every 3—4 Assistant Directors if the work of these Assistant Directors is to be checked effectively. The Commission considers that there is no need to have one Deputy Director to supervise the work of 3—4 Assistant Directors and that the present strength of Deputy Directors may continue.

67.14. The Deputy Directors are in the scale of pay of Rs. 350—25—650—30—800. It was suggested to the Commission that the scale of pay for these posts might be the same as that for Deputy Directors in the Department of Agriculture, the Department of Horticulture and the Department of Marketing and for the Deputy Registrars of Co-operative Societies. Taking into consideration the scales of pay in the neighbouring States and the duties and responsibilities of the posts the scale of pay for these posts may be Rs. 450—30—660—E.B—40—900.

Assistant Directors of Statistics : (39) (Rs. 250—20—350—25—500)

67.15. The Rules of Recruitment provide that these posts have to be filled by promotion from the cadre of Senior Statistical Assistants or by direct recruitment of candidates holding an Honours Degree (I Class) in Statistics or a Master's Degree in Economics or Mathematics with Statistics as a subject or a Master's Degree in Statistics or a Master's Degree in Mathematics 'C' Group (*i.e.*, Statistics) of Karnatak University, preference being given to First Class candidates. It was suggested that a M.Sc. degree in First Class might be prescribed as the minimum qualification for recruitment to the posts of Assistant Directors. The Commission does not consider such high qualification necessary and recommends that the existing modes of recruitment and the minimum qualification as now prescribed may continue.

67.16. The scale of pay prescribed for these posts is Rs. 250—20—350—25—500. The Department suggested two different scales for the posts of District Statistical Officers and the Assistant Directors at the Headquarters. The Officers of the Department represented that the scale of pay of Assistant Directors might at least be on par with that for Assistant Directors of Agriculture. The Commission considers that it is not necessary to prescribe two different scales of pay for the District Statistical Officers and for the Assistant Directors of Statistics as the duties and responsibilities of officers of these two categories are similar.

67.17. The scale of pay for the Assistant Directors/District Statistical Officers may be fixed as Rs. 275—20—375—E.B—25—525.

Headquarters Assistant to the Director of Statistics : (1) (Rs. 250—20—350—25—500)

67.18. The Rules of Recruitment provide that this post may be filled either by promotion of the Manager or by deputation of an officer from the Mysore Administrative Service, Class II. The Commission suggests that the existing modes of recruitment may be retained.

67.19. The scale of pay for this post may be Rs. 275—20—375—EB—25—525.

Senior Statistical Assistants : (125) (Rs. 150—8—190—10—270).

67.20. The Rules of Recruitment provide that these posts are to be filled either by promotion from the cadre of Junior Statistical Assistants and Progress Assistants or by direct recruitment of graduates in Statistics or in Economics or Mathematics with Statistics as one of the subjects or a Diploma in Statistics of the Indian Statistical Institute, Calcutta, preference being given to I and II Class candidates. The Commission recommends that both the modes of recruitment may be retained.

67.21. The posts are in the scale of pay of Rs. 150—8—190—10—270. The Department suggested that the scale of pay for these posts might be the same as for Inspectors in the Agricultural Department and the staff of the Department represented that the scale of pay fixed for the Agricultural Demonstrators might be given to these officials. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

Junior Statistical Assistants : (174) }
Progress Assistants : (172) } (Rs. 110—5—150—6—180—10—220).

67.22. There posts are filled according to the Rules of Recruitment, by direct recruitment of graduates in Statistics or Mathematics or Economics or Commerce or Agriculture or Physics, preference being given to persons who possess a Computer's Certificate. It was requested by the staff of this Department that the posts of First Division Clerks and Junior Statistical Assistants might be treated as one for purposes of promotion from the cadre of Second Division Clerks, Computers, and Compilers as the Second Division Clerks were being posted to work as Computers and Compilers as and when occasions arose. The Director also made a similar suggestion in this behalf. The Commission considers this request to be reasonable and recommends that the Rules of Recruitment may be modified suitably.

67.23. These posts are in the scale of pay of Rs. 110—5—150—6—180—10—220 which is also the scale of pay for First Division Clerks. It was suggested by the Department that the scale of pay for these posts might be on par with that for the Inspectors in the Co-operative Department, as the qualifications necessary for recruitment and the nature of duties were similar. The scale of pay for these posts may be fixed as Rs. 140—5—150—8—190—E.B—10—260—15—290 being the scale of pay fixed for First Division Clerks in other Departments.

Computers, Compilers,
Enumerators, Punch Operators } (238) (Rs. 80—3—110—4—130—5—150).
Statistical Shanbagues :

67.24. The Cadre and Recruitment Rules of this Department do not cover certain categories of personnel such as Computers, Compilers, Enumerators, etc., who are currently equated with the Second Division Clerks. It was stated by the

Director that they were considered as part of the technical wing of the Department. The Cadre and Recruitment Rules may be revised so as to provide for the inclusion of these posts in the cadre of Second Division Clerks.

67.25. These posts are in the scale of pay of Rs. 80—3—110—4—130—5—150, which is identical with that of Second Division Clerks. The scale of pay for these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

<i>Artist-cum-Draughtsman :</i>	(1) (Rs. 180—10—320)
<i>Draughtsman :</i>	(1) (Rs. 140—5—150—8—190—10—250)
<i>Artist-cum-Draughtsman (Junior)</i>	(1) (Rs. 140—250)

67.26. The post of Artist-cum-Draughtsman is to be filled by promotion of Artist-cum-Draughtsman (Junior) or by direct recruitment of Diploma holders in Drawing, Painting and Draughtsmanship and Certificate holders in Photography and the posts of Draughtsman, and Artist-cum-Draughtsman are to be filled by direct recruitment of Diploma holders in Draughtsmanship and Drawing. As there could be no promotional opportunities for these officials in this Department, the Commission recommends that these posts may be filled by deputation of officials holding corresponding posts in the Public Works Department. The Rules of Recruitment may be so amended as to provide for appointment of these officials by deputation and the scales of pay for these posts may be the same for the corresponding posts in the Public Works Department. The liens of the present incumbents may be shifted against corresponding posts in that Department and they may be treated as on deputation to the Bureau. The scale of pay for these officers may be the same as for similar posts in the Public Works Department.

<i>Manager :</i>	(1) (Rs. 180—10—320)
<i>Superintendent :</i>	(1) (Rs. 180—10—320)
<i>Head Clerk-cum-Accountant :</i>	(1) (Rs. 150—8—190—10—270)
<i>First Division Clerks :</i>	(11) (Rs. 110—5—150—6—180—10—220)
<i>Second Division Clerks :</i>	(61) (Rs. 80—3—110—4—130—5—150)
<i>Stenographers :</i>	(6) (Rs. 110—5—150—6—180—10—220 + Special Pay of Rs. 30 per mensem)
<i>Typists.</i>	(35) (Rs. 80—3—110—4—130—5—150 + Special Pay of Rs. 10 per mensem)

67.27. These are posts common to all Departments of Government and the scales of pay for these officials may be the same as those for officials holding comparable posts in other Departments of Government.

<i>Attenders :</i>	(5) (Rs. 65—2—85)
<i>Daffedar :</i>	(1) (Rs. 65—2—85)
<i>Peons :</i>	(86) (Rs. 50—1—60)

67.28. There are corresponding posts in the other Departments of Government and the scales of pay prescribed for these posts may be the same as for those posts.

Special Pay

67.29. Special Pay of Rs. 50 per mensem is being paid to the Deputy Director in charge of schemes relating to Vital Statistics and Registration Systems. As these are Centrally sponsored schemes and are of a temporary character this Special Pay may be continued for so long as the schemes exist. The Junior Statistical Assistants working under the Mechanical Tabulation Unit are getting special pay of Rs. 10 per mensem and the Punch Operators are getting cash allowance of Rs. 10 per mensem. These allowances may be continued.

67.30. It was represented to the Commission that the Typists of the Department had to type out considerable amount of "figuring matter" that it entailed much harder work than typing running matter and that the Typists of this Department might be given a Special Pay of Rs. 15 per mensem against the usual Special Pay of Rs. 10 per mensem. The Commission considers that the existing arrangements in respect of Typists may be continued and the special pay given to them and to the Stenographers may be regulated in accordance with the general principles laid down in this regard.

Delegation of Powers

67.31. All the powers now vested in the Director under the Manual of Financial Powers may continue.

67.32. The Director has put forward proposals for the reorganisation of this Department and for an additional post of a full-time Deputy Director of Statistics for the State Income Unit. The proposals are not supported by any detailed work study and in the absence of adequate material, the Commission is not in a position to make any recommendations. Government may have a study of the work-load conducted and then consider the extent to which the Department need be reorganised and strengthened.

CHAPTER 67

Bureau of Economics and Statistics

No.	Designation	N.O. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
				Rs.	
1	Director	...	600—40—1000 + Conveyance Allowance Rs. 75/-p.m.	900—40—1100—50—1300	
2	Deputy Director	...	350—25—650—30—800	450—30—660—EB—40—900	Special pay of Rs. 50 per mensem paid to the Deputy Director in charge of Schemes relating to vital statistics and registration system, systems may be continued so long as the scheme exist.
3	Assistant Director / District Statistical Officer	39	250—20—350—25—500	275—20—375—EB—25—525	
4	Headquarters Assistant to the Director.	1	250—20—350—25—500	275—20—375—EB—25—525	
5	Senior Statistical Assistant	125	150—8—190—10—270	175—10—275—15—350—EB—20—450	
6	Junior Statistical Assistant Progress Assistant	174 172	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—200—15—290	Special pay of Rs. 10 paid to the Junior Statistical Assistant working under the Mechanical Tabulation Unit may be continued.
7	Computer, Compiler, Enumerator, Punch Operator, Statistical Shabogue	238	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	Cash allowance of Rs. 10 p.m. paid to the Punch Operator may be continued.
8	Artist cum Draughtsman	...	180—10—320	250—10—300—15—420—EB—20—500	

Bureau of Economics and Statistics—(Concl.)

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
9	Draughtsman	1	140—8—150—8—190—10—250	175—10—275—15—350—EB—20—450	
10	Artist-cum-Draughtsman (Junior)	1	140—5—150—8—190—10—220	175—10—275—15—350—EB—20—450	
11	Manager	1	180—10—320	200—10—280—15—370—EB—20—450	To be designated as Superintendent Grade I
12	Superintendent	1	180—10—320	200—10—280—15—370—EB—20—450	do
13	Head Clerk-cum-Accountant	1	150—8—190—10—270	175—10—275—15—350—EB—20—450	To be designated as Superintendent Grade II
14	I Division Clerk	11	110—5—150—6—180—220	140—5—150—8—190—EB—10—260—15—290	
15	II Division Clerk	61	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
16	Stenographer	6	110—5—150—6—180—10—220 + Spl. Pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 + Spl. Pay Rs. 30 p.m.	
17	Typist	35	80—3—110—4—130—5—150 + Spl. Pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Spl. Pay Rs. 10 p.m.	
18	Attender	5	65—2—85	85—2—95—3—125—EB—4—145	
19	Daffedar	1	65—2—85	80—2—90—3—120—4—140	
20	Peon	86	50—1—60	60—1—80—2—90	

CHAPTER 68

Probation and After-Care Services Department

68.1. The Probation and After-Care Services Department, which was created in the year 1957 is in charge of the administration of Legislative enactments like the Mysore Children Act; the Bombay Habitual Offenders Restriction Act; the Probation of Offenders Act; the Suppression of Immoral Traffic in Women and Girls Act; and Schemes under Social and Moral Hygiene and Welfare and After-Care Programmes and Schemes for the welfare of the physically handicapped.

68.2. This Department is classified as a Major Department. The Director of Social Welfare and *Ex-officio* Chief Inspector of Certified Schools is the Head of this Department. He is assisted by one Senior Inspector, two Junior Inspectors and one Assistant Inspector. There is also one Class II post of Regional Probation Superintendent to supervise the work under the Probation of Offenders Act. One more post of Assistant Director of Correctional Administration has recently been created to assist the Chief Inspector of Certified Schools. The Department is running 9 Certified Schools, 14 Remand Homes, 7 Reception Centres, 4 State Homes, 1 Protective Home and 2 District Shelters. There is one Industrial and Agricultural Settlement functioning at Bijapur under the Bombay Habitual Offenders Restriction Act. A Juvenile Service Bureau has also been organised in Bangalore. In addition to these institutions run departmentally, six Remand Homes are run by the District Probation and After-care Associations in the districts of Belgaum, Bijapur and Dharwar. Twenty-two institutions run by voluntary agencies are also recognised as 'Fit Person Institutions' under the Children Act. A few Voluntary Institutions have also been recognised as "Protective Homes" under the Suppression of Immoral Traffic in Women and Girls Act. The District Probation and After-care Associations and Voluntary Organisations which run such institutions get financial assistance from Government. The work relating to the welfare of the physically handicapped was transferred from the Education Department to this Department in April, 1966. The Department runs five institutions for the physically handicapped.

68.3. The actual strength of inmates in the Industrial and Agricultural Settlement, Bijapur, is much less than the authorised strength. The average strength during the last few years has not exceeded five or six. The expenditure during 1966-67 on this institution was about Rs. 43,000. The Commission was informed that till 1964, most of the settlers in the Settlement hailed from Maharashtra State and that they were withdrawn when that Government started a Settlement of their own at Miraj. As the Bombay Habitual Offenders Restriction Act has been in force only in the four Districts of Belgaum Division, there were

very few settlers in this institution. It has not been possible to bring into force "The Mysore Habitual Offenders Restriction Act, 1961" as the Rules under the Act have not yet been finalised. After considering all aspects of the matter, the Commission is of the view that there is no justification for incurring heavy expenditure over this institution when there are hardly 5 or 6 inmates. The institution may be closed down and the existing few settlers may either be discharged under the provisions of the Act or they may be sent to some other Settlement in a neighbouring State. The lands, buildings and other assets may be transferred either to the Department of Agriculture or to the Department of Horticulture for running a Departmental Farm.

68.4. There are three After-care Institutions for men and boys *viz.*, one State Home and two District Shelters. The authorised strength of the State Home is 100 while that of the District Shelters is 40. The following figures, however, show that the actual strength in these institutions was far below the sanctioned strength :

<i>Institution</i>	<i>Sanctioned strength</i>	<i>Actual strength as on</i>					
		<i>31-3-62</i>	<i>31-3-63</i>	<i>31-3-64</i>	<i>31-3-65</i>	<i>31-3-66</i>	<i>August 68</i>
1 State Home, Hubli.	100	18	39	33	41	42	42
2 District Shelter, Mysore.	40	12	17	22	18	21	22
3 District Shelter, Belgaum.	40	6	10	14	9	14	20

68.5. The Commission considers that one After-care Institution for men and boys with a sanctioned strength of 100 would be quite adequate. The Commission, therefore, recommends the closure of the two District Shelters at Belgaum and Mysore.

68.6. There is one Probation Officer in each District for attending to the work under the Probation of Offenders Act. There is a 'Regional Probation Superintendent' in the Class II Cadre to supervise the work of these officers. There are also four Liaison Officers attached to the Central Prisons. The Liaison Officers are responsible for the welfare and rehabilitation of the discharged prisoners. According to the information furnished by the Department, the average number of cases referred to the Probation Officers working under the Probation of Offenders Act for enquiry and supervision during the last few years was about 3 and 1.5 cases per month per officer respectively. This means that there was no effective enforcement of the Act. It is necessary for the Department to find out the cases against young offenders and then consider what steps are necessary for achieving the objects of the Act. The Commission was told that the work under the Probation of Offenders Act, was still in the initial stages and had yet to be

developed. Since the Probation Officers have not got much work, they could conveniently attend to the work of the liaison officers also. The Commission, therefore, recommends that the four posts of Liaison Officers may be abolished.

68.7. With the creation of the posts of the Assistant Director of Correctional Administration to assist the Chief Inspector of Certified Schools, it would be possible for the Inspection staff in the office *viz.*, one Senior Inspector (Class I), two Junior Inspectors (Class II) and one Assistant Inspector to attend to the inspection of the various institutions as well as to supervise the work of the Probation Officers working under the Probation of Offenders Act. The Commission is of the view that there is no need for a separate post of Regional Probation Superintendent and therefore, recommends that this post may be abolished.

68.8. The Commission was informed that the work under the Children Act, the Probation of Offenders Act etc., had increased considerably in the four districts of Belgaum Division. Voluntary Organisations are doing the work in this field in these Districts for a number of years with financial assistance from Government. The Commission considers that it might be possible to achieve better results if the work relating to welfare of Juvenile Delinquents, Destitute Women and Children etc., is entrusted to Voluntary Organisations in the other areas of the State also. Government may, however, run a few institutions to serve as model institutions until private philanthropic organisations are induced to take up the work. The Commission, therefore suggests that Government may consider the question of forming organisations consisting of non-officials for undertaking the work which is now being done and which is proposed to be done under the Probation and After-care Services. The existing institutions, excepting a few, could be handed over to the new organisations. The Department may have only a nucleus of trained staff for giving guidance and assistance to such voluntary organisations and to run a few model Institutions.

68.9. It was suggested to the Commission that the Department of Probation and After-care Service might be merged with the Department of Prisons as the latter department had personnel trained in Juvenile Delinquency, etc. The Inspector General of Prisons is reported to be in-charge of these institutions in Kerala, Andhra Pradesh, etc. After considering all aspects of the matter, the Commission is of the view that it is not desirable to merge this Department with the Department of Prisons as such merger may have adverse effects on the minds of destitute children, if they are associated with regular prisoners in any way, however, remotely. It is recommended in Chapter 69 that the several activities undertaken by the Department of Social Welfare for the benefit of the members of the Scheduled Caste, etc., might be transferred to the concerned Departments. By such transfer, the work in the Social Welfare Department will get considerably reduced. The Commission, therefore, recommends that after transfer of the several activities from the Social Welfare Department, the two Departments of Social Welfare and Probation and After-care Services may be merged into one Department as the activities and objectives of both are similar.

*Cadre and Recruitment Rules and Scales of pay**Chief Inspector of Certified Schools*

68.10. The Director of Social Welfare is the Head of this Department as *ex-officio* Chief Inspector of Certified Schools. A separate post of a Head of the Department for this Department was created in January, 1967. However, this post was abolished in September, 1967 as a measure of economy. With the creation of the post of Assistant Director of Correctional Administration to assist the *ex-officio* Chief Inspector of Certified Schools in the day-to-day administration, the burden on the Director of Social Welfare will be reduced. The Commission considers that there is no need or justification for reviving the separate post of the Head of the Department for the Department of probation and After-care Services.

Senior Inspector of Certified Schools and Assistant Director of Correctional Administration : (2) (Rs. 350—25—650—30—800)

68.11. According to the Rules of Recruitment, the post of the Senior Inspector of Certified Schools is filled by promotion from the cadre of Probation Officers Grade I or by appointment on contract, if no suitable and qualified person is available in Government Departments. The post of the Assistant Director was created recently and it has not been included in the cadre and Recruitment Rules. The Commission recommends that this post may also be filled by promotion of a Class II Officer of the Department. The revised scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

Probation Officers Grade I (Male and Lady) :

(11) (Rs. 250—20—350—25—500)

(6) (Rs. 180—10—270—15—360)

(2) (Rs. 150—8—190—10—250)

68.12. The cadre of Probation Officers Grade I includes posts of Junior Inspector of Certified Schools, "Lady Junior Inspector," Regional Probation Superintendent, Superintendent, Juvenile Service Bureau, Superintendent, Industrial and Agricultural Settlement ; Superintendents of State Homes and Protective Home and Head Master, Junior Certified School, Bellary. There are 8 other posts of Superintendents of Certified Schools, out of which six are in the scale of pay of Rs. 180—360 while the other two are in the scale of pay of Rs. 150—250. All these eight posts are, however, included in the gazetted cadre of 'Probation Officers, Grade I' in the Cadre and Recruitment Rules. However, no Government Orders upgrading these posts to gazetted rank have been issued. According to the Cadre and Recruitment Rules, 33⅓% of the posts in this cadre are to be filled by direct recruitment and 66⅔% by promotion from the cadres of Office Superintendents and Probation Officers Grade II. Provision has also been made for appointment to these posts on contract. The qualification prescribed for direct recruitment is a degree of a recognised University and a Diploma in Social Science.

68.13. The Superintendents of Certified Schools are heads of institutions. Considering the duties and responsibilities attached to these posts, the Commission considers that there is no need to have an Officer of gazetted rank to head these institutions. The Rules of Recruitment may be modified suitably. The Commission, therefore, recommends a common scale of pay of Rs. 200—10—280—15—370—EB—20—450 for the Superintendents of Certified Schools who are now in the scale of pay of Rs. 180—360 and Rs. 150—250.

68.14. The Class II posts of Probation Officers Grade I (now in the scale of pay of Rs. 250—500) including the Head Master, Junior Certified School, Bellary may be given the scale of pay of Rs. 275—20—375—EB—25—525.

Probation Officers Grade II (Male and Lady): (62) (Rs. 150—8—190—10—250).

68.15. According to the Cadre and Recruitment Rules, 66⅔ % of these posts are filled by direct recruitment and 33⅓% by promotion from the cadre of I Division Clerks/Accountants. Provision has also been made for appointment to these posts on contract if no suitable candidate is available for promotion. The qualification prescribed for direct recruitment is a Degree of a recognised University. Preference is given to candidates possessing Diploma in Social Science or Certificate in Juvenile Delinquency etc. The present mode of recruitment may continue. The revised scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

Office Superintendent (1) (Rs. 180—10—320)

Assistant Inspector of Certified Schools (1) (Rs. 180—10—320).

Head Clerks (2) (Rs. 150—8—190—10—270).

68.16. According to the Rules of Recruitment, the posts of Office Superintendent and Head Clerks are filled by promotion from the cadre of Head Clerks and I Division Clerks/Accountants respectively. The Commission suggests that the post of the Office Superintendent may be designated as Superintendent (Grade I) and this post and the post of the Assistant Inspector of Certified Schools may be given the scale of pay of Rs. 200—10—280—15—370—EB—20—450. The posts of Head Clerks may be redesignated as Superintendents (Grade II) and given the scale of pay of Rs. 175—10—275—15—350—EB—20—450.

I Division Clerks/Accountants: (29) (Rs. 110—5—150—6—180—10—220)

Stenographer: (1) (Rs. 110—5—150—6—180—10—220)

II Division Clerks: (10) (Rs. 80—3—110—4—130—5—150)

Typist: (1) (Rs. 80—3—110—4—130—5—150)

II Division Clerks-cum-Typists: (31) (Rs. 80—3—110—4—130—5—150)

Mutchi: (1) (Rs. 60—1—70—2—90)

Peons/Watchmen/Female Attendants/Cooks/Sweepers/Other Class IV servants: (166) (Rs. 50—1—60)

68.17. The scales of pay recommended for such posts in Chapter 4 may apply to these posts.

The posts of Deputy Superintendents/Head Masters' Assistants are also included in the cadre of I Division Clerks/Accountants. The scale of pay for these posts may be the same as is applicable to the posts of I Division Clerks/Accountants.

Head Masters : (9) (Rs. 130—5—150—8—190—10—250)

68.18. These posts are filled by direct recruitment of persons who hold a Degree of a recognised University and also hold a Degree of Bachelor of Education. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

Instructors (81) (Rs. 80—3—110—4—130—5—150)

(7) (Rs. 150—8—190—10—320)

(4) (Rs. 70—2—80—3—110)

68.19. The cadre of Instructors includes posts of Teachers, Physical Training Instructors, Band Instructors and Craft Instructors. 90% of these posts are filled by direct recruitment and 10% by promotion from the cadre of Assistant Instructors. The promotional quota is also filled by direct recruitment if no suitable candidates are available. Provision has also been made for appointment on contract to the post of Band Instructor. The qualification prescribed for direct recruitment is a pass in the S.S.L.C. examination with a Diploma or Certificate in the Crafts required for the posts of Instructors; a pass in the S.S.L.C. examination with Teachers Training/ P.T. Training for teachers and P.T. Instructors respectively and proficiency in Instrumental Music for Band Instructors. The present modes of recruitment may continue.

68.20. The seven posts of Instructors in the scale of pay of Rs. 150—320 include two posts of Instructors in Printing, one post of Bakery Instructor and three posts attached to the Production Units in the State Homes. In the Department of Industries and Commerce, the scale of pay applicable to the posts of Instructors is also Rs. 150—320 while in the Education Department, the scale of pay for these posts is Rs. 110—220. With a view to have a uniform scale of pay for the posts of Instructors, the Commission recommends scales of pay of Rs. 175—10—275—15—350—EB—20—450 and Rs. 110—4—130—5—170—EB—6—200 for the Instructor (i) who have passed the S.S.L.C. examination and possess three years' Diploma in the Crafts concerned and (ii) those who have passed the S.S.L.C. examination and possess a Certificate in the Craft concerned respectively.

68.21. The scale of pay for the posts of Teachers may be the same as is applicable to the corresponding posts in the Education Department.

Assistant Instructors : (6) (Rs. 65—1—70—2—90)

(6) (Rs. 90—4—110—5—150)

68.22. According to the Rules of Recruitment, all the posts are filled by direct recruitment. The qualification prescribed is a Certificate in the Crafts concerned. The present mode of recruitment may continue. As per the rules,

the scale of pay applicable to these posts is Rs. 65—90. However, six posts of Assistant Instructors including one post of Stockman are in the scale of pay of Rs. 90—150. In the Department of Industries and Commerce also, the posts of Assistant Instructors carry a scale of pay of Rs. 90—150. The qualification prescribed for these posts in that Department is a pass in old VIII Standard or new VII Standard and Artisan Training Institute Course or Industrial Training Centre Course in the particular craft. With a view to have a uniform scale of pay for these posts, the Commission recommends the scale of pay of Rs. 95—3—125—4—145—EB—5—200 for the posts of Assistant Instructors who have passed the new VII or old VIII Standard Examination and possess a Certificate in the crafts concerned.

68.23. The scale of pay applicable to the post of Stockman may be the same as is applicable to the corresponding post in the Veterinary Department.

Matrons/House Fathers/House Mothers/Nurses

(57) (Rs. 80—3—110—4—130—5—150)

68.24. 90% of these posts are filled by direct recruitment and 10% by promotion from the cadre of Jamedar, Chief Guard, etc. The qualification prescribed for direct recruitment is a pass in the S.S.L.C. Examination with knowledge of sick nursing, handicrafts etc. The Commission considers that all these posts may be filled by direct recruitment. The revised scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

Assistant Matrons : (7) (Rs. 70—2—80—3—125)

68.25. The qualification prescribed for these posts is also a pass in the S. S. L. C. examination. The Commission considers that there is no need to have two categories of posts of Matrons and Assistant Matrons and that the two categories of posts may be brought into a single cadre. The Rules of Recruitment may be modified suitably. Since the minimum qualification for both these posts is the same, the scale of pay for these posts may be common, viz., Rs. 95—3—125—4—145—EB—5—200.

Milkman : (1) (Rs. 90 fixed).

68.26. This post is attached to the Dairy Section in the Certified School, Khanapur. The existing fixed pay may continue.

Visiting Medical Officers (42)

68.27. The Existing rates of allowance varying between Rs. 15 and Rs. 35 to part-time Visiting Medical Officers in the various institutions may be raised to a uniform rate of Rs. 50 per month.

Compounders : (2) (Rs. 80—3—110—4—130—5—140)

68.28. These posts are filled by taking on deputation officials from the Department of Health and Family Planning Services. The scale of pay applicable to the posts of Compounders may be the same as is applicable to the corresponding posts in the Department of Health and Family Planning Services.

Jamedar and Chief Guard : (2) (Rs. 80—3—110)

68.29. These posts are filled by promotion of officials from the cadres of Havildars and Supervisors. The post of Jamedar attached to the Industrial and Agricultural Settlement, Bijapur may be abolished. The post of Chief Guard may be filled by promotion from the cadres of Havildars and Supervisors. The Rules of Recruitment may be modified suitably. The revised scale of pay for the post of Chief Guard may be Rs. 95—3—125—4—145—EB—5—200.

*Senior Havildar (2) (Rs. 85—2—105)**Junior Havildar (1) (Rs. 65—1—70—2—90)**Supervisors (5) (Rs. 65—1—70—2—90)*

68.30. These posts are filled by promotion of officials from the cadres of Guards, Care-Takers and Gatemen. The Commission suggests that one post of Senior Havildar attached to the Industrial and Agricultural Settlement, Bijapur may be abolished. Considering the duties attached to these posts, the Commission recommends a uniform scale of pay of Rs. 85—2—95—3—125—EB—4—145 for the posts of the Junior Havildar (who may be redesignated as Havildar) and of the Supervisors.

Guards, Care-Takers and Gatemen : (111) (Rs. 55—1—65—2—75)

68.31. 50 per cent of these posts are filled by direct recruitment and 50 per cent by promotion of other Class IV employees. For direct recruitment, the ex-inmates of the institutions are preferred. The present mode of recruitment may continue. The revised scale of pay for these posts may be Rs. 65—1—75—2—95.

Part-time Instructors (19)

68.32. The fixed allowances payable to these posts vary from Rs. 20 to Rs. 50. All of them may be given allowance at the same rate of Rs. 50.

Part-time Compounders : (15)

68.33. The fixed allowance payable to these posts vary from Rs. 10 to Rs. 20. All of them may be given allowance at the same rate of Rs. 20.

General

68.34. The Commission feels that follow-up work in respect of the inmates discharged from the various institutions like the State Homes, Protective Homes is quite necessary. The Commission is of the view that it might be useful to supply to the inmates of the State Homes, etc., on their discharge, sewing machines or other equipment pertaining to the occupation in which they were given training while in the Homes so that they could earn their livelihood honestly.

Staff in the Institutions for the Physically Handicapped

68.35. The work relating to the welfare of the physically handicapped was recently transferred from the Education Department to this Department. The several posts sanctioned for these Institutions have not yet been included in the

Cadre and Recruitment Rules of this Department. According to the Cadre and Recruitment Rules of the Education Department applicable to these posts, the members of the staff working in these Institutions were inter-changeable with those working in the normal schools.

Superintendent, School for the Deaf Girls: (1) (Rs. 300—25—550) + special pay of Rs. 40.

68.36. According to the existing Rules of Recruitment, this post is either filled by transfer of a suitably qualified Class II Officer of the Education Department in the cadre of Head Masters/Head Mistresses or by promotion on the basis of seniority-*cum*-merit from among the duly qualified persons from Secondary School Assistants' Cadre (Grade I) or by direct recruitment. The qualifications prescribed for direct recruitment are (i) Bachelor's Degree of a recognised University and post-graduate degree/diploma in Education in the field of the Education of the Handicapped (Deaf and Blind) of a recognised University/Institution. The Commission considers that the provision to fill up the post by transfer or promotion as aforesaid is adequate and accordingly recommends that the provision for direct recruitment may be omitted. The scale of pay for this post may be Rs. 350—25—600—30—780—EB—40—900.

Superintendents, School for the Deaf and Blind and School for the Blind boys: (2) (Rs. 250—20—350—25—500 + special pay of Rs. 40)

68.37. The method of recruitment and qualification prescribed for these posts are the same as those prescribed for the post of Superintendent, School for the Deaf Girls. These posts may be filled either by direct recruitment or by taking on deputation officials from the Education Department. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Superintendent, School for Blind (1) (Rs. 110—5—150—6—180—10—220 + Special pay of Rs. 40)

68.38. The mode of recruitment to this post has not been indicated in the Rules of Recruitment. This post may be filled by taking on deputation a suitable official from the Education Department. The Rules of Recruitment may be framed accordingly. Such official will get his own grade pay in addition to the special pay.

Music Teacher, Grade I: (3) (Rs. 110—5—150—6—180—10—220 + special pay of Rs. 25)

Music Teachers, Grade II: (2) (Rs. 100—5—150—6—180—10—200 + special pay of Rs. 25)

68.39. As per the existing Rules of Recruitment, the posts of Music Teachers Grade I are filled by promotion of officials from the Cadre of Music Teachers Grade II. 75% of the posts of Music Teachers Grade II are filled by promotion from the Cadre of Music Teachers or by promotion of a suitably qualified person from the cadre of Primary School Assistants etc., and 25 per cent by direct recruitment. The qualification prescribed for direct recruitment is a pass in the

S.S.L.C. Examination with proficiency in Music Examination. Since there are limited number of such posts in the Probation and After-Care Services Department, the Commission considers that all these posts may be filled by taking on deputation officials from the Education Department. The liens of the present incumbents may be shifted against corresponding posts in the Education Department and they may be treated as on deputation to this Department. Provision may also be made in the rules for appointment to these posts by ex-inmates of the State Homes etc., if suitable candidates are available. The scales of pay for these posts may be the same as are applicable to similar posts in the Education Department.

Music Teacher/Violin Teacher : (1) (Rs. 80—3—110—4—130—5—150 + special pay of Rs. 25)

68.40. This post is filled by direct recruitment of persons who have passed the S.S.L.C. examination and the Music examination. The Commission suggests that the mode of recruitment to this post may also be the same as suggested for the posts of Music Teachers Grade I and II. The lien of the present incumbent may be shifted against a corresponding post in the Education Department and he may be treated as on deputation to this Department. The scale of pay for this post may be the same as is applicable to similar posts in the Education Department.

Craft Instructors : (4) (Rs. 100—5—150—6—180—10—200 + special pay of Rs. 25)

68.41. 50% of these posts are filled by promotion of qualified Craft Teachers Grade II and Primary School Assistants and 50% by direct recruitment. The qualification prescribed for direct recruitment is a pass in the S.S.L.C. examination with Diploma or Certificate in the crafts concerned. The Commission considers that the present mode of direct recruitment and by promotion to these posts may continue subject to the deletion of the provision by promotion of Primary School Assistants. The Commission recommends that Diploma Holders may be given the scale of pay of Rs. 175—10—275—15—350—EB—20—450 while the holders of Certificate in Crafts may be given the scale of pay of Rs. 110—4—130—5—170—EB—6—200.

Craft Teachers Grade II

Instructors/Special Teachers for Knitting and Caning and Weaving : (12) (Rs. 80—3—110—4—130—5—150 + special pay of Rs. 25)

68.42. These posts are filled by direct recruitment of persons who have passed the old VIII Standard or new VII Standard and possess a Certificate in the Craft concerned. The present mode of recruitment is adequate. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

Graduate Assistants/Assistant Masters : (4) (Rs. 130—5—150—8—190—10—250 + special pay of Rs. 35)

Assistant Masters/Under-Graduate Assistants/Physical Education Teachers, Grade II (9) (Rs. 80—3—110—4—130—5—150 + special pay of Rs. 25)

68.43. All these posts may be filled by taking on deputation officials from the Education Department. Suitable Rules of Recruitment may be framed

accordingly. The scales of pay applicable to these posts may be the same as are applicable to the corresponding posts in the Education Department.

Braille Teachers : (10) (Rs. 80—3—110—4—130—5—150 + special pay of Rs. 25)
Braille Compositors : (5) (Rs. 70—2—80—3—110 + special pay of Rs. 25)

68.44. 50% of the posts of Braille Teachers are filled by promotion of officials from the cadre of Braille Compositor and 50% by direct recruitment. The qualification prescribed for direct recruitment is a pass in the old VIII Standard or new VII Standard and Braille Training in Dehra Dun. The posts of Braille Compositors are filled by direct recruitment of persons who possess a certificate in Braille Composing of a recognised Institution. The present mode of recruitment is adequate. The scale of pay for the posts of Braille Teachers and Braille Compositors may respectively be Rs. 95—3—125—4—145—EB—5—200 and Rs. 85—2—95—3—125—EB—4—145.

Tabla Instructors : (2) (Rs. 70—2—80—3—110 + special pay of Rs. 25)

68.45. These posts are filled by direct recruitment of persons who have passed the old VIII Standard or new VII Standard and Training in the Art. The present mode of recruitment is adequate. The scale of pay for these posts may be Rs. 85—2—95—3—125—EB—4—145.

Manager : (1) (Rs. 100—5—150—6—180—10—200)

Head Clerk-cum-Accountants : (2) (Rs. 110—5—150—6—180—10—220)

68.46. The scale of pay for these posts may be the same as for I Division Clerks.

I Division Clerk : (1) (Rs. 110—5—150—6—180—10—220)

II Division Clerks (including Warden and Storekeeper) : (9) (Rs. 80—3—110—4—130—5—150)

II Division Clerk-cum-Typist : (1) (Rs. 80—3—110—4—130—5—150 + special pay of Rs. 5)

Attendants : (4) (Rs. 55—1—65—2—85)

Attendants : (6) (Rs. 55—1—65—2—75)

Attender : (1) (Rs. 40—2—50—3—80)

Cooks : (4) (Rs. 55—1—65—2—85)

Cook : (1) (Rs. 50—1—60)

Male Servants

Aya

Peons

Watchman

Hostel Supervisor

Scavenger

(22) (Rs. 50—1—60)

Watchman (1) (Rs. 55—1—65—2—75)

68.47. These are common posts. The scales of pay recommended for such posts in Chapter 4 may apply to these posts.

Part-time Music Teacher : (1) (Rs. 40 fixed)

Part-time Drill Instructor : (1) (Rs. 20 fixed)

Part-time Carpenter : (1) (Rs. 10 fixed)

68.48. The existing rates of fixed pay may continue.

Visiting Medical Officer : (1) (Rs. 20 fixed)

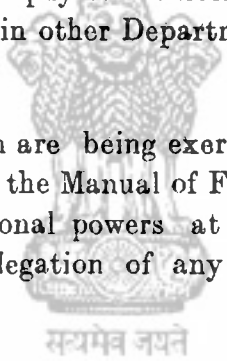
68.49. The rate of allowance for this post may be the same as is applicable to the posts of visiting Medical Officers in the Certified Schools, viz., Rs. 50.

Special Pay

68.50. The gazetted superintendents of the physically handicapped institutions get a special pay of Rs. 40 per month. The Superintendent, School for the Blind, Hubli, also gets a special pay of Rs. 40 p.m. The Graduate Assistant gets a special pay of Rs. 35 p. m. and the Assistant Masters, Craft Instructors, Special Braille Teachers etc., get special pay of Rs. 25 each p. m. In view of the nature of the work of these posts, the Commission recommends the continuance of the special pay at the existing rates. The Commission also recommends the grant of special pay to the Stenographers and Typists at the rates recommended for similar posts in other Departments.

Delegation of Powers

68.51. The powers which are being exercised by the several officers of the Department are enumerated in the Manual of Financial Powers. The Department has not requested for additional powers at any level. No suggestions are, therefore, made about the delegation of any additional powers to officers at the several levels.



CHAPTER 68

Probation and After-Care Services Department

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	<i>Ex-officio</i> Post.
1.	Chief Inspector of Certified Schools ...	1	—	—	
2.	Senior Inspector of Certified Schools } Assistant Director of Correctional } Administration.	2	350—25—550—30—300	400—30—700—EB—40—900	
<i>Probation Officers</i>					
(Male and Lady)					
	Junior Inspector of Certified Schools } Lady Junior Inspector } Superintendents, State Homes/ } Protective Home } Superintendent, Juvenile Service } Bureau }	9	250—20—350—25—500	275—20—375—EB—25—525	
	Head Master, Junior Certified } School, Bellary } Superintendent, Industrial and } Agricultural Settlement, Bijapur }	2	250—20—350—25—500		Posts to be abolished
	Regional Probation Superintendent } Superintendents, Certified Schools }	6	180—10—270—15—360 }	200—10—280—15—370—EB—20—450	
	Superintendent Certified Schools }	2	150—8—190—10—250 }		
<i>Probation Officers Grade II</i>					
(Male and Lady)					
	Superintendent, Remand Homes ... } Superintendent, Reception Centres/ } Vigilance Shelters }	62	150—8—190—10—250	175—10—275—15—350—EB—20—450	Posts of Superintendent District Shelters and Liaison Officers to be abolished.
	Probation Officers, P. O. Act. ... } Superintendent, District Shelters ... }				
	Liaison Officers ... }				

Probation and After-Care Services Department—(Contd.)

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
5.	Office Superintendent Assistant Inspector of Certified Schools	2	180—10—320	200—10—280—15—370—EB—20—450	Office Superintendent post to be redesignated as Superintendent Grade I
6.	Head Clerk	2	150—8—190—10—270	175—10—275—15—350—EB—20—450	To be redesignated as Superintendent Grade II.
7.	Head Master	9	130—5—150—8—190—10—250	175—10—275—15—350—EB—20—450	
8.	I Division Clerk/Accountant / Deputy Superintendent/Head Master's Assistant	29	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290.	
9.	II Division Clerk	10	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
10.	II Division Clerk-cum-Typist	31	80—3—110—4—130—5—150 + Special pay Rs. 5 p.m.	95—3—125—4—145—EB—5—200 + Special pay Rs. 5	
11.	Stenographer	1	110—5—150—6—180—10—220 + Special pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 + Special pay Rs. 30 p.m.	
12.	Typist	1	80—3—110—4—130—5—150 + Special pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Special pay Rs. 10 p.m.	
13.	House Fathers/House Mother/Matron/Nurse	57	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
14.	Assistant Matrons	7	70—2—80—3—125	95—3—125—4—145—EB—5—200	
15.	Instructors	7	150—8—190—10—320	*175—10—275—15—350—EB—20—450	*For Instructors who have passed the SSLC examination and possess three years Diploma in the craft concerned.
	Craft Instructor	81	80—3—110—4—130—5—150	110—4—130—5—170—EB—6—200	
	Craft Instructors, Band Instructor Physical Training Instructor, Teachers			For Instructors who have passed the SSLC Examination and possess a certificate in the craft concerned.	
	Junior Teacher	4	70—2—80—3—110	110—4—130—5—170—EB—6—220	For SSLC trained Teachers
				95—3—125—4—145—EB—5—200	For SSLC untrained Teachers
				95—3—125—4—145—EB—5—200	For Non-SSLC untrained Teachers
				85—2—95—3—125—EB—4—145	For Non-SSLC untrained Teachers

Probation and After-Care Services Department—(Contd.)

Designation	Number of posts	Existing scales of pay and Special Pay	Recommended Scales of pay and Special Pay	Remarks
		Rs.	Rs.	
16 Assistant Instructor	6	65-1-70-2-90	95-3-125-4-145-EB-5-200	For Asst. Instructor who have passed the old VIII Standard or new VII Standard Examination and possess a certificate in the Craft concerned.
Assistant Instructor	5	90-4-110-5-150		
17 Milkman	1	Rs. 90 Fixed	Rs. 90 Fixed	
18 Stockman	1	90-4-110-5-150	95-3-125-4-145-EB-5-200	
19 Jamedar and Chief Guard	2	80-3-110	95-3-125-4-145-EB-5-200	Post of Jamedar attached to the I and A Settlement, Bijapur to be abolished.
20 Senior Havildar	2	85-2-105	85-2-95-3-125-EB-4-140	One post of Senior Havildar attached to I and A Settlement, Bijapur to be abolished.
Junior Havildar	1	65-1-70-2-90		
Supervisor	5			
21 Guards/Gateman/Care-taker	111	55-1-65-2-75	65-1-75-2-95	
22 Mutchi	1	60-1-70-2-90	80-2-90-3-120-4-140	
23 Peon Cooks, Sweepers, Other Class IV servant	166	50-1-60	60-1-80-2-90	
24 Compounders	2	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
25 Visiting Medical Officer	42	Varying between Rs. 15 to Rs. 35 p.m.	Rs. 50 Fixed	
26 Part-Time Instructor	19	Varying between Rs. 20 to Rs. 50 p.m.	Rs. 50	
27 Part-Time Compounders	15	Varying between Rs. 10 to Rs. 20 p.m.	Rs. 20	

Probation and After-Care Services Department—(contd.)

Designation	Number of posts	Existing scales of pay and special pay	Recommended scales of pay and special pay	Remarks.
<i>Rs.</i>				
<i>Posts in the Physically Handicapped Institutions</i>				
1 Superintendent, School for Deaf Girls	1	300—25—550 + Spl. Pay Rs. 40 p.m.	350—25—600—30—780—EB—40—900 + Special Pay Rs. 40 p.m.	
2 Superintendent, School for Deaf and Blind Superintendent, School for Blind Boys	2	250—20—350—25—500 + Special Pay Rs. 40 p.m.	275—20—375—EB—25—525—+ Spl. Pay Rs. 40 p.m.	
3 Superintendent, School for Blind Hubli	1	110—5—150—6—180—10—220 + Spl. Pay Rs. 40 p.m.	140—5—150—8—190—EB—10—260—15—290 + Special Pay Rs. 40 p.m.	
4. Music Teacher Grade I	3	110—5—150—6—180—10—220 + Special Pay Rs. 25 p.m.	170—5—180—8—220—EB—10—300 + Special Pay Rs. 25 p.m.	
5. Music Teacher Grade II	2	100—5—150—6—180—10—200 + Spl. Pay Rs. 25 p.m.	140—5—150—8—190—EB—10—260—15—290 + Special Pay Rs. 25 p.m.	
6 Head Clerk-cum-Accountant I Division Clerk Manager	2 1 1	110—5—150—6—180—10—220 100—5—150—6—180—10—200 130—5—150—8—190—10—250 + Special Pay Rs. 35	140—5—150—8—190—EB—10—260—15—290 140—5—150—8—190—EB—10—260—15—290 175—10—275—15—350—EB—20—450 + Special Pay Rs. 35	For graduate Trained Teachers.
7 Graduate Assistants/Assistant Masters.	4	130—5—150—8—190—10—250 + Special Pay Rs. 35	140—5—150—8—190—EB—10—260—15—290 + Special Pay Rs. 35	For graduate Untrained Teachers.
8 Craft Instructors	4	100—5—150—6—180—10—200 + Spl. Pay Rs. 25	175—10—275—15—350—EB—20—450 + Special Pay Rs. 25 110—4—130—5—170—EB—6—200 + Special Pay Rs. 25	For Diploma Holders For Certificate Holders.
9 Instructors/Special Teachers for Weaving, Knitting and Caning.	12	80—3—110—4—130—5—150 + Spl. Pay Rs. 25.	95—3—125—4—145—EB—5—200 + Special Pay Rs. 25	
10 Music Violin Teacher	1	80—3—110—4—130—5—150 + Spl. Pay Rs. 25	110—4—130—5—170—EB—6—200 + Special Pay Rs. 25 p.m.	
11 Braille Teachers	10	80—3—110—4—130—5—150 + Spl. Pay Rs. 25.	95—3—125—4—145—EB—5—200 + Spl. Pay Rs. 25	

Probation and After-Care Services Department—(concl'd.)

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
12	Braille Compositors	5	70-2-80-3-110	85-2-95-3-125-EB-4-145	
13	Tabla Instructor	2	+ Spl. Pay Rs. 25.	+ Special Pay Rs. 25	
14	II Division Clerk (including Warders and Storekeeper)	9	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
15	II Division Clerk-cum-Typist	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
			+ Special Pay Rs. 5 p. m.	+ Spl. Pay Rs. 5	
16	Part-time Music Teacher	1	Rs. 40 fixed	Rs. 40 fixed	
17	Part-time Carpenter	1	Rs. 10 fixed	Rs. 10 fixed	
18	Part-time Drill Instructor	1	Rs. 20 fixed	Rs. 20 fixed	
19	Visiting Medical Officer	1	Rs. 20 fixed	Rs. 50 fixed	
20	Assistant Master/Under Graduate Assistant Physical Education Teacher Grade II	9	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	For S.S.L.C. trained Teachers and Physical Education Teachers Grade II
			+ Special Pay Rs. 25	95-3-125-4-145-EB-5-200	For SSLC untrained Teachers
				95-3-125-4-145-EB-5-200	For Non-SSLC trained Teachers.
				85-2-95-3-125-EB-4-145	For Non-SSLC untrained Teachers.
21	Attendant	4	55-1-65-2-85	65-1-75-2-95	
	Attendant	6	55-1-65-2-75		
	Attender	1	40-2-50-3-80	60-1-80-2-90	
22	Cooks	4	55-1-65-2-85	60-1-80-2-90	
	Cooks	1	50-1-60		
23	Watchman	1	55-1-65-2-75	60-1-80-2-90	
24	Male Servants				
	Aya				
	Peon	22	50-1-60	60-1-80-2-90	
	Watchman				
	Hostel Supervisor				

CHAPTER 69

Social Welfare Department

69.1. The Social Welfare Department is in charge of implementation of various schemes sponsored by the State Government and by the Government of India for the welfare of persons belonging to Scheduled Castes, Scheduled Tribes and other Backward Classes. The main schemes undertaken for the benefit of these classes of persons can be grouped under the following three heads (a) Education; (b) Economic Uplift; and (c) Health, Housing and other schemes. The Department runs 346 Hostels, 15 Technical Hostels, 356 Women Welfare-cum-Nursery Centres, 53 Tailoring Centres, 116 Residential Schools, 6 Tailoring Production Units, 6 Training-cum-Production Centres, 6 Mobile Health Units, 5 Coir Units and 2 Occupational Institutes. The Department also gives grants-in-aid to 145 Private Hostels.

69.2. This Department is classified as a Major Department and the Director of Social Welfare is the Head of this Department. He is responsible for direction and supervision of the entire programme in the State. He is assisted at the Headquarters by six Class I Officers and three Class II Officers.

69.3. Of the six Class I Officers, five are Assistant Directors and the other is an Accounts Officer. The Assistant Directors are in charge of (i) Establishment; (ii) Educational Schemes; (iii) Employment and Training Programme; (iv) Multi-purpose Rehabilitation Project; and (v) Co-ordination.

69.4. The Accounts Officer is in charge of the Accounts Section. The three Class II Officers are: the Special Officer for Scheduled and other Tribes, the Women Welfare Officer and the Evaluation Officer. They are in charge of work relating to Tribal Welfare; Women and Child Welfare and Evaluation respectively.

69.5. At the District level, the Deputy Commissioners are in overall charge of the programmes. There is a District Social Welfare Officer in each District and one for the Bangalore Corporation area. The District Social Welfare Officer works directly under the District Development Assistant and assists him and the Deputy Commissioner in implementing Backward Class Programmes. At the field level, the Taluk Development Board and its Chief Executive Officer (*viz.*, the Block Development Officer) implement the various schemes for the Backward Classes. The Social Welfare Inspector assists them in their implementation.

69.6. Quite a few of the activities of this Department overlap the activities of other Departments of Government. For instance, both the Education Department

and this Department deal with the work relating to running of Hostels and Occupational Institutes, award of Scholarships, etc. Similarly, both the Industries and Commerce Department and this Department deal with the work relating to Tailoring Centres, Training-cum-Production Centres, etc. While the Mysore State Social Welfare Advisory Board is in charge of programmes for the welfare of women and children, the Social Welfare Department deals with the schemes for the welfare of women and children of Backward Classes. Similarly, the work relating to sinking of drinking water wells, mobile health units, etc., which this Department is handling overlaps the activities of the Development Department and the Department of Health and Family Planning Services respectively.

69.7. Most of the schemes of this Department in rural areas are implemented by the Taluk Development Boards. The management of the Departmental Hostels also vests with the Taluk Development Boards. It was pointed out on behalf of the Department that it supplemented the normal activities of other Development Departments and that there was no overlapping as such. The Commission, however, considers that all these special schemes for the welfare of Scheduled Castes and other Backward Classes may form part of the general Development Programme and that the Social Welfare Department may ensure that the benefits intended for these classes of people actually reach them. As it is, the Department places funds at the disposal of the Deputy Commissioners of Districts for implementation of the Schemes. The Commission considers that there is no need for such a large staff (six Class I Officers, three Class II Officers and other subordinate staff) in the Head Office particularly because there are District Social Welfare Officers in each District to supervise this work in the field). It would be adequate if a small staff is maintained in the Head Office for allotment of grants, etc. The Commission is of the view that all the activities undertaken by the Department of Social Welfare for the benefit of the members of the Scheduled Castes and other Backward Classes and most of the activities undertaken by the Department for the benefit of the members of the Scheduled Tribes may be transferred to the concerned Departments of Government. The Department may continue to attend to such of the activities for the benefit of the members of the Scheduled Tribes as it may not be possible for other Departments to undertake in the interior areas where persons belonging to the Scheduled Tribes live. The Commission recommends that only a nucleus staff may be maintained in the Head Office for : (a) allotting the grants received for the various purposes to the concerned Departments and indicating the areas or categories of persons to be benefited under each of the Schemes ; (b) supervising the work done by the concerned Departments to ensure that the benefits intended for these classes of persons actually reach them ; and (c) undertaking certain limited categories of activities in respect of the members of the Scheduled Tribes, etc.

69.8. On the transfer of the several activities to the other Departments, the staff working in the various Institutions, etc., may also be transferred to the concerned Departments giving them due seniority in those Departments ; it should

then be possible for the following reduced staff to handle residual work of the Department of Social Welfare :

<i>Class</i>	<i>Existing</i>	<i>Proposed</i>
I	Six	Three
	(Five Assistant Directors and one Accounts Officer).	(Two Assistant Directors and one Accounts Officer).
II	Three	Three
		(One Special Officer for Scheduled Tribes, etc., one Evaluation Officer and one Women Welfare Officer).
III (i)	Head Clerks, Manager, Accounts Superintendent and Inspecting Assistants (Twelve)	Four (Head Clerks)
(ii)	I Division Clerks, Accounts Clerks, etc. (twenty-one)	Twelve (I Division Clerks)
(iii)	II Division Clerks (twenty-one)	Eight (II Division Clerks)
(iv)	Stenographers (Six)	Four.
(v)	Typists (Seven)	Four.

69.9. The Departments of Social Welfare (with the staff as proposed to be reduced) and the Probation and After-care Services may be amalgamated into one Department under the control of the Director of Social Welfare and Correctional Institutions.

69.10. The Evaluation Unit in the amalgamated Department may continue, as it would be necessary to ensure that follow-up action is taken in respect of the recommendations contained in the evaluation reports. The Commission has seen the following evaluation reports prepared by this Unit :—

- (1) Scheme on Agricultural Colonies in Mysore State ;
- (2) Impact of Educational programmes on the Scheduled Castes in Mysore State ;
- (3) Evaluation report on Social Welfare Schemes for the Welfare of Backward Classes in Anekal Block.

69.11. It appears that the salient points arising out of these reports have not been given due consideration and no specific action has been taken on these reports. The Director may ensure that action on all the points on which action is required to be taken is taken within one month of the receipt of the Evaluation Reports. The purpose of creating and continuing the Unit would be served only if action is taken promptly on the reports submitted by the Unit.

69.12. The Officers of the Directorate of Social Welfare inspect Unit Offices to see that the reservation intended for Scheduled Castes, etc., in Government Services is maintained. Since recruitment to most of the direct recruitment vacancies is made through the Public Service Commission, the Commission considers that there should be no difficulty about the reserved quota being filled by the members of these communities. The Inspecting Officers of the concerned Departments during their inspection of Unit Offices may ensure that the reserved vacancies in the Subordinate Offices are filled by the members of these communities. The Commission considers that there is no need for the Social Welfare Department to do this work.

Cadre and Recruitment Rules and Scales of Pay
The Director of Social Welfare

69.13. The post of the Director of Social Welfare is borne in the Senior Scale of the Indian Administrative Service. This arrangement may continue.

Assistant Directors of Social Welfare : (5) (Rs. 350—25—650—30—800)

69.14. According to the Cadre and Recruitment Rules, the posts of Assistant Directors are filled by promotion from the cadre of District Social Welfare Officers. The present mode of recruitment may continue. The scale of pay for the Assistant Directors may be Rs. 400—30—700—EB—40—900.

Accounts Officer : (1) (Rs. 350—25—650—30—800).

69.15. The post of Accounts Officer is filled by deputation of an Officer from the State Accounts Department. The present mode of recruitment may continue. The scale of pay for this post may be the same as is applicable to the corresponding posts in the State Accounts Department.

District Social Welfare Officers : (23) (Rs. 250—20—350—25—500)

69.16. 66 $\frac{2}{3}$ per cent of these posts are filled by direct recruitment and 33 $\frac{1}{3}$ per cent by promotion from Class III Officials of the Department. For direct recruitment, the minimum qualification prescribed is a degree of a recognised University. Preference is given to those persons who possess Diploma of a recognised Institute of Social Science. The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Principal-cum-Home Science Teachers : (2) (Rs. 250—20—350—25—500)

69.17. These posts are attached to the Occupational Institutes at Bijapur and Gowribidnur. They are filled by direct recruitment of persons who are graduates and possess Diploma in Home Science and have two years' teaching experience. This mode of recruitment may continue. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Accounts Superintendents : (2) (Rs. 220—10—320—15—440).

69.18. These posts are filled by deputation of officials from the State Accounts Department. The scale of pay for these posts may be the same as is applicable to the corresponding posts in the State Accounts Department.

Manager : (1) (Rs. 180—10—320)

Head Clerks : (7) (Rs. 150—8—190—10—270)

Inspecting Assistants : (2) (Rs. 150—8—190—10—270).

69.19. The posts of Manager and Head Clerks/Inspecting Assistants are filled by promotion from the Cadre of Head Clerks and I Division Clerks respectively. The post of the Manager may be redesignated as Superintendent Grade I and those of Head Clerks and Inspecting Assistants may be redesignated as Superintendents Grade II in keeping with the general pattern recommended in

Chapter 4. The Rules of Recruitment may be modified suitably. The Commission recommends the following scales of pay for these posts :

(Manager) Superintendent Grade I Rs. 200—10—280—15—370—EB—20—450

(Head Clerks and Inspecting Assistants) Superintendents Grade II.... Rs. 175—10—275—15—350—EB—20—450

<i>I Division Clerks</i>	.... (52)	(Rs. 110—5—150—6—180—10—220)
<i>Accountants</i>	.... (20)	(Rs. 110—5—150—6—180—10—220)
<i>II Division Clerks</i>	.... (36)	(Rs. 80—3—110—4—130—5—150)
<i>II Division Clerks-cum-Typists</i>	(23)	(Rs. 80—3—110—4—130—5—150)
<i>Accounts Clerks</i>	.... (2)	(Rs. 80—3—110—4—130—5—150)
<i>Stenographers</i>	.... (6)	(Rs. 110—5—150—6—180—10—220)
<i>Typists</i>	.... (6)	(Rs. 80—3—110—4—130—5—150)
<i>Drivers</i>	.... (8)	(Rs. 70—1—80—2—100)
<i>Cleaners</i>	.... (4)	(Rs. 55—1—65—2—75)
<i>Peons</i>	.... (1,408)	(Rs. 50—1—60).

69.20. These posts are common to most of the Departments. The scales of pay for these posts may be the same as are applicable to the corresponding posts in other Departments. The scales of pay for Accountants and Second Division Clerk-cum-Typists may be the same as those for I and II Division Clerks respectively.

Accounts Clerks and Auditors : (7) (Rs. 120—5—150—8—190—10—240).

69.21. These posts are filled by taking on deputation officials from the State Accounts Department. This mode of recruitment may continue. The scale of pay applicable to these posts may be the same as that for I Division Clerks.

Craft Instructresses : (18) (Rs. 150—8—190—10—320)

69.22. These posts are filled either by direct recruitment or by taking on deputation officials from the Industries and Commerce Department. The qualifications prescribed for direct recruitment are a pass in the S. S. L. C. Examination with Diploma in the concerned crafts. Both these modes of recruitment may continue. The scale of pay for these posts may be the same as is applicable to the corresponding post in the Departments of Industries and Commerce.

Assistant Medical Officers of Health.... (5) (Rs. 175—10—225—15—300—20—400)

Senior Health Inspectors (1) (Rs. 140—5—150—8—190—10—250)

Junior Health Inspectors ... (8) (Rs. 100—5—150—6—180)

Compounders (3) (Rs. 80—3—110—4—130—5—140)

Midwives (25) (Rs. 70—2—80—3—125)

Maternity Health Assistants ... (20) (Rs. 70—2—80—3—125)

69.23. These posts are filled by taking on deputation officials from the Department of Health and Family Planning Services. This mode of recruitment may continue.

The scales of pay for these posts may be the same as are applicable to the corresponding posts in the Department of Health and Family Planning Services.

Junior Agricultural Inspectors : (3) (Rs. 110—5—150—6—180—10—220).

69.24. These posts are filled by taking on deputation officials from the Agricultural Department. This mode of recruitment may continue. The scale of pay for these posts may be the same as is applicable to the corresponding posts in Agricultural Department :

<i>Social Welfare Inspectors</i> :	(176)	} (Rs. 80—3—110—4—130—5—150)
<i>Women Welfare Organisers</i> :	(329)	
<i>Superintendent of Hostels</i> :	(293)	
<i>Tailoring Instructors and Teachers</i> :	(182)	
<i>Wardens</i> :	(10)	
<i>Stewards and Instructresses</i> :	(8)	
<i>Tribal Welfare Inspectors</i> :	(18)	

69.25. These posts are filled by direct recruitment. The minimum qualification for the posts of Social Welfare/Tribal Welfare Inspectors, Wardens and Stewards is a pass in the S. S. L. C. Examination.

69.26. For the Women Welfare Organisers, Women Tailoring Teachers and Superintendents of Hostels, the minimum qualification is a pass in the VII Standard or the Middle School Examination and experience in social work, the Tailoring Teachers must possess a Diploma or Certificate in Tailoring.

69.27. During the probation period of 3 years, they must pass the S.S.L.C. Examination. The existing mode of recruitment may continue.

69.28. The scale of pay applicable to all these posts may be Rs. 95—3—125—4—145—EB—5—200.

Foresters : (2) (Rs. 80—3—110—4—130—5—150)

69.29. These posts are filled by taking on deputation officials from the Forest Department. The existing mode of recruitment may continue. The scale of pay for these posts may be the same as is applicable to the corresponding posts in the Forest Department.

Bamboo and Rattan Craft Instructresses : (4) (Rs. 100 fixed)

69.30. These posts are filled by direct recruitment of persons who have passed the Middle School Examination and possess a certificate in the concerned craft. The existing mode of recruitment and the rate of fixed pay may be continued.

Special Pay

69.31. The posts of Tribal Welfare Inspectors and Midwives carry special pay of Rs. 30 per mensem and Rs. 20 per mensem respectively. Considering the nature of duties of these posts, the Commission recommends the continuance of this Special Pay. The Commission also recommends the grant of special pay to the Stenographers and Typists at the rates recommended for similar posts in other Departments.

Delegation of Powers

69.32. The powers which are being exercised by the several Officers of the Department are enumerated in the Manual of Financial Powers. The Department has not requested for additional powers at any level. No suggestions are, therefore, made about the delegation of any additional powers to officers at the several levels.



CHAPTER 69

Social Welfare Department.

Sl. No.	Designation	Number of posts	Existing scales of pay and special pay	Recommended scales of pay and special pay	Remarks
			Rs.	Rs.	
			I. A. S.	I. A. S.	
1	Director of Social Welfare	1	350—25—650—30—800	400—30—700—EB—40—900	
2	Assistant Director of Social Welfare...	5	350—25—650—30—800	400—30—700—EB—40—900	
3	Accounts Officer	1	350—25—650—30—800	275—20—375—EB—25—525	
4	District Social Welfare Officer	23	250—20—350—25—500	275—20—375—EB—25—525	
5	Principal-cum-Home Science Teacher...	2	250—20—350—25—500	250—10—300—15—420—EB—20—500	
6	Accounts Superintendent	2	220—20—320—15—440	200—10—280—15—370—EB—20—450	To be redesignated as Superintendent Grade I.
7	Manager	1	180—10—320	175—10—275—15—350—EB—20—450	To be redesignated as Superintendent equivalent to Superintendent Grade II.
8	Head Clerk Inspecting Assistant	7 2	150—8—190—10—270	140—5—150—8—190—EB—10—260—15—290	
9	(i) First Division Clerk (ii) Accountant (iii) Accounts Clerk and Auditor	52 20 7	110—5—150—6—180—10—220 110—5—150—6—180—10—220 120—5—150—8—190—10—240	95—3—125—4—145—EB—5—200 95—3—125—4—145—EB—5—200 + Special pay Rs. 5 p.m.	
10	(i) Second Division Clerk (ii) Second Division Clerk-cum-Typist	36 23	80—3—110—4—130—5—150 80—3—110—4—130—5—150 + Special pay Rs. 5 p.m.	95—3—125—4—145—EB—5—200 95—3—125—4—145—EB—5—200 + Special pay Rs. 5 p.m.	
11	(iii) Accounts Clerk Stenographer	2 6	80—3—110—4—130—5—150 110—5—150—6—180—10—220 + Special pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 + Special pay Rs. 30 p.m.	
12	Typist	6	80—3—110—4—130—5—150 + Special pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Special pay Rs. 10 p.m.	
13	Craft Instructress	18	150—5—190—10—320	175—10—275—15—350—EB—20—450	
14	Junior Agricultural Inspector	3	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
15	Forester	2	80—2—110—4—130—5—150	95—3—125—4—145—EB—5—200	

Social Welfare Department—(concl.)

No.	Designation	Number of posts	Existing scales of pay and special pay	Recommended scales of pay and special pay	Remarks
			Rs.	Rs.	
16	Assistant Medical Officer of Health	5	175-10-225-15-300-20-400	200-10-280-15-370-EB-20-450	
17	Senior Health Inspector	1	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300	
18	Junior Health Inspector	8	100-5-150-6-180	110-4-130-5-170-EB-6-200	
19	Compounder	3	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
20	Midwife	25	70-2-80-3-125 + Special pay Rs. 20 p.m.	95-3-125-4-145-EB-5-200 + Special pay Rs. 20 p.m.	
21	Maternity Health Assistant	20	70-2-80-3-125	95-3-125-4-145-EB-5-200	
22	(i) Social Welfare Inspector	176			
	(ii) Women Welfare Organiser	329			
	(iii) Superintendent of Hostel	293			
	(iv) Tailoring Instructor/Teacher	182			
	(v) Warden	10			
	(vi) Steward and Instructress	8			
	(vii) Tribal Welfare Inspector	18	80-3-110-4-130-5-150 + Special pay Rs. 30 p.m.	95-3-125-4-145-EB-5-200 + Special pay Rs. 30 p.m.	
23	Peon	1408	50-1-60	60-1-80-2-90	
24	Driver	8	70-1-80-2-100	85-2-95-3-125-EB-4-145	
25	Cleaner	4	55-1-65-2-75	60-1-80-2-90	
26	Bamboo and Rattan Craft Instructress	4	Rs. 100 fixed	Rs. 100 fixed	

CHAPTER 70

Government Electrical Inspectorate.

70.1. The Electrical Inspectorate was constituted as a separate Department in the year 1957. The Department carries out inspections of Electrical Installations to see whether they are in conformity with the Indian Electricity Act, 1910 and the Indian Electricity Rules, 1956 framed thereunder. The Department also investigates into electrical accidents and sends reports to Government regarding their causes and prevention. The Revenue of this Department comprises Electricity tax, fees for inspection of Electrical installations, and miscellaneous receipts for the issue of licences and permits and their renewals, etc.

70.2. Government in the Home Department had published the draft of the 'Mysore Cinemas (Regulation) Rules, 1968' on 17th June 1968 calling for suggestions and objections. These Rules would apply to all the existing Cinema premises and to those which come into existence after the issue of the Rules. The period within which objections or suggestions had to be submitted was over. It is understood that objections and suggestions received are now under the consideration of Government. These rules provide, *inter alia*, for the payment of fees for obtaining a Licence and for getting the electrical installations inspected. The Commission suggests that in the interest of having a uniform set of rules for the entire State and with a view to rationalise the fees for the various purposes contemplated under the rules, the objections may be considered and the rules as early finalised as possible.

70.3. The Electrical Inspector is declared Minor Head of the Department. He is of the rank of a Superintending Engineer with Bangalore as his Headquarters. At the Headquarters he is assisted by an Office Assistant of the rank of an Assistant Engineer on the administrative side, and by an Accounts Officer in accounts matters. There are two field offices in Bangalore and Bellary under the charge of Executive Engineers. The Executive Engineer (South) at Bangalore is also the *Ex-officio* Secretary of the Licensing Board for the State.

70.4. All the technical posts and the post of the Accounts Officer are filled by officers taken on deputation from the Mysore Electricity Board. The scales of pay for these officers are the same as those for the corresponding posts in the Board but they are entitled to a deputation allowance of 10 per cent of their pay.

70.5. The Commission considers that it is desirable to have an independent Inspectorate as in the case of Maharashtra and Gujarat, since officers taken on deputation from the Mysore State Electricity Board with chances of promotion only on their repatriation to their department after the expiry of the period of deputation, may not be able to exercise independent and strict supervision and launch prosecutions against the officers of their own parent department, even in cases in which such action may be justly called for.

70.6. This is a small department with few promotional opportunities available to officers who are recruited directly ; but, at the same time, it has to be noted that the nature of work in this Department requires that the officers working in it should be able to discharge their duties without any mental reservations on the ground that they are drawn from the Electricity Board and have to revert to it on expiry of their term of deputation to this department.

70.7. According to the Cadre and Recruitment Rules of this department, the posts of Junior Inspectors and Mechanics, Classes I, II, and III could be filled either by deputation of persons holding equivalent posts in the Mysore State Electricity Board or by direct recruitment. The qualifications prescribed for these posts are as under :—

Junior Inspector :—Diploma in Electrical Engineering or equivalent qualification, preference being given to persons holding a degree in Electrical Engineering.

Mechanic :—Must possess a current Motor Driving licence and must have experience of Electrical Wiring, testing of meters and adjustment of standard meters.

The posts of Draughtsmen and Assistant Draughtsmen, Assistant Electrical Inspectors and Executive Engineers are to be filled by deputation of officers of corresponding rank from the Mysore State Electricity Board and the post of the Electrical Inspector is to be filled by an officer of the rank of a Superintending Engineer from the Electricity Board or by direct recruitment on contract.

70.8. This would mean that as the Rules of Recruitment now stand, a person recruited directly as a Junior Inspector will not have an opportunity of being promoted to any higher post and would have to retire as a Junior Inspector; likewise the Mechanics Class I, II and III who are recruited directly will not have any opportunity of being promoted either from one class to another in the grade of Mechanics or to any other higher posts.

70.9. In effect it becomes impossible to secure the services of direct recruits particularly at the level of Junior Inspectors and it might become necessary to adopt the alternative mode of recruitment, viz., of taking persons on deputation from the Electricity Board even at this level.

70.10. In view of the suggestion made that the Electrical Inspectorate should be an independent Department and that its officers should not be liable to be transferred back to the Board, it follows that the Recruitment Rules should be so framed as to provide for promotion of officers from one cadre to another within this department right from the level of the Junior Inspectors to the level of the Electrical Inspector in due course. It is conceded that initially it may be necessary to take on deputation from the Electricity Board Officers of corresponding status against the posts of Electrical Inspector, Executive Engineers and Assistant Electrical Inspectors. But it should, however, be possible to appoint all the

Junior Inspectors by direct recruitment. It is, therefore, suggested that all the posts of Junior Inspectors may be filled by direct recruitment of persons having a recognised Diploma in Electrical Engineering or equivalent qualification, preference being given to persons holding a Degree in Electrical Engineering and that the higher posts may be filled by deputation of only officers who are willing for permanent secondment to the Inspectorate. Once the posts are initially filled on this basis all future vacancies in the higher cadres could be filled only by promotion of officers in the next Junior Cadre.

70.11. In regard to the lower posts and to the posts in the Accounts Section, the existing mode of recruitment, *viz.*, by deputation from other departments in the case of Class III posts and by direct recruitment in the case of Class IV posts may continue.

Cadre and Recruitment Rules and Scales of Pay

Electrical Inspector to Government: (1) (Rs. 900—40—1,100—50—1,300)

70.12. According to the existing Cadre and Recruitment Rules this post may be filled by deputation of an officer of the rank of a Superintending Engineer from the Mysore State Electricity Board or by direct recruitment on contract. For direct recruitment the qualification prescribed is a Degree in Electrical Engineering of a recognised University or equivalent qualification, with eight years' practical experience of which 2 years should have been spent in an Electrical or Mechanical Workshop or in the administration of the Electricity Act and Rules made thereunder in a position of responsibility. The existing Rule may continue.

70.13. The scale of pay for the post may be Rs. 1,100—50—1,300—60—1,600

Executive Engineers (2)	....	(Rs. 600—40—1,000)
Accounts Officer (1)	....	(Rs. 350—25—650—30—800)
Assistant Electrical Engineers (7)		(Rs. 300—25—550—30—700)
Draughtsmen (3)	....	(Rs. 150—5—190—10—320)
Assistant Draughtsmen (3)	....	(Rs. 110—5—150—6—180—10—220)

70.14. According to the existing Cadre and Recruitment Rules these posts may be filled by deputation of officers of corresponding status from the Mysore State Electricity Board or from other Departments. The Commission considers that the existing modes of recruitment may continue. The scales of pay for these posts may be the same as for the corresponding posts in other Departments.

Junior Electrical Inspectors: (24) (Rs. 250—10—300—15—375)

70.15. According to the existing Cadre and Recruitment Rules these posts may be filled by deputation of officers of corresponding status from the Mysore State Electricity Board or from other departments or by direct recruitment. The qualification prescribed for direct recruitment is a Diploma in Electrical Engineering or equivalent qualification, a Degree in Electrical Engineering being preferred. The Commission considers that the existing mode of recruitment may continue. The scales of pay for the direct recruits may be Rs. 275—20—375—EB—25—525.

The officers on deputation may carry the scale of pay applicable to them in the parent Department concerned.

Mechanics : Grade I (1) (Rs. 90—4—110—5—150—6—180)
 Grade II (5) (Rs. 80—3—110)
 Grade III (2) (Rs. 60—1—70—2—90)

70.16. According to the existing Cadre and Recruitment Rules these posts may be filled by deputation of officers of corresponding status from the Mysore State Electricity Board or from other Departments or by direct recruitment of persons possessing the qualifications indicated in Para 70.7. The Commission considers that the existing modes of recruitment may continue. The scales of pay for these posts may be the same as for the corresponding posts in the Public Works Department.

Accounts Superintendent (1)	....	(Rs. 220—10—320—15—440)
I Division Clerks (10)	....	(Rs. 120—5—150—8—190—10—240)
I Division Clerk (1)	....	(Rs. 110—5—150—6—180—10—220)
II Division Clerks (11)	....	(Rs. 80—3—110—4—130—5—150)
Senographer (1)	....	(Rs. 120—5—150—8—190—10—240 + Spl. Pay Rs. 30 p.m.)
Typists (5)	....	(Rs. 80—3—110—4—130—5—150 + Spl. Pay Rs. 10 p.m.)
Class IV : Daffedar (1)	....	(Rs. 65—2—85)
Helpers, Peons, Watchmen, Sweepers (47).		(Rs. 50—1—60)

70.17. The scales of pay for these posts may be the same as for such categories of posts in all Departments.

Deputation allowance

70.18. All the officers and officials of the Mysore State Electricity Board who are working in the Government Electrical Inspectorate are getting deputation allowance at 10 per cent of the mean between the minimum and the maximum of the scales of pay applicable to them. It was represented that the officers and officials working in the Board got bonus while the persons on deputation to the Inspectorate were not entitled to it, that though the bonus was being paid at 4 per cent of the pay of the officers and officials concerned, being the minimum payable under the payment of Bonus Act, 1961, it was likely that in course of time the bonus would be paid at a higher rate and that the payment of deputation allowance of 10 per cent of the mean between the minimum and maximum of the scales of pay was therefore reasonable and might be continued.

70.19. In view of the recommendation made that the Inspectorate should be constituted into a separate Department, the question of paying any deputation allowance would not arise after all the posts are filled either by direct recruitment or by permanent secondment of officers from the Electricity Board. There may, however, be some delay in creating a separate Inspectorate on the lines recommended. In that event the several posts in the Inspectorate will have to be manned by taking officers on deputation from the Board in the mean time.

70.20. The Commission is generally against the payment of deputation allowance to officers of one Department of Government who are taken on deputation to another against corresponding posts. The cases of the officers and officials of the Board, however, differ slightly from other cases, since they are entitled to bonus when they are working under the Board and would be denied this benefit when they go on deputation outside the Board. The Commission therefore, recommends that pending constitution of an independent Inspectorate in which all the posts would be manned by whole time officers and officials of the Inspectorate, deputation allowance may be paid at the existing rate to the officers and officials of the Board working in the Inspectorate on deputation.

Delegation of Powers

70.21. No proposals have been made to the Commission about the delegation of powers in addition to what are already delegated at present. The Commission has not, therefore, any suggestion to offer in this regard. All the powers now vested in the Chief Electrical Inspector may continue.



CHAPTER 70

Government Electrical Inspectorate

Sl. No.	Designation	No. of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
1	Electrical Inspector to Government	1	900-40-1,100-50-1,300	1,100-50-1,300-60-1,600	
2	Executive Engineer	2	600-40-1,000	700-40-900-50-1,200	
3	Accounts Officer	1	350-25-650-30-800	400-30-700-EB-40-900	
4	Assistant Electrical Engineer	7	300-25-550-30-700	350-25-600-30-780-EB-40-900	
5	Junior Electrical Inspector	24	250-10-300-15-375	275-20-375-EB-25-525	
6	Draughtsman	3	150-8-190-10-320	175-10-275-15-350-EB-20-450	
7	Assistant Draughtsman	3	110-5-150-6-180-10-220	130-5-170-6-200-EB-10-240	
8	Mechanic Grade I	1	90-4-110-5-150-6-180	95-3-125-4-145-EB-5-200	
	Grade II	5	80-3-110	95-3-125-4-145-EB-5-200	
	Grade III	2	60-1-70-2-90	80-2-90-3-120-4-140	
9	Accounts Superintendent	1	220-10-320-15-440	250-10-300-15-420-EB-20-500	
10	I Division Clerk	10	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-260-15-290	
11	I Division Clerk	1	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
12	II Division Clerk	11	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
13	Stenographer	1	120-5-150-8-190-10-240 + Special Pay Rs. 30 per mensem.	140-5-150-8-190-EB-10-260-15-290 + Spl. Pay Rs. 30 per mensem.	
14	Typist	5	80-3-110-4-130-5-150 + Special pay Rs. 10 per mensem.	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10 per mensem.	
15	Daffedar	1	65-2-85	80-2-90-3-120-4-140	
16	Helper, Peon, Watchman, Sweeper	47	50-1-60	60-1-80-2-90	

CHAPTER 71

Government Flying Training School

71.1. The Government Flying Training School imparts training to the cadets of the National Cadet Corps (Air Wing), candidates sponsored by the Government of India under their Scholarship scheme, candidates selected under the Mysore Government Scholarship scheme and candidates from the general public who take up flying either as a profession or as a hobby. The School also provides facilities for Joy Rides to make the general public air-minded and for carrying out special flights for publicity, security as also charter flights. At present, the School is providing flying training facilities in Bangalore only. It is in receipt of subsidy and subvention from the Government of India.

71.2. This School is classified as a Minor Department. The Principal of this School is the Head of the Department. The Chief Flying Instructor or the Chief Aircraft Maintenance Engineer is appointed by selection as Principal in addition to his own duties. The Principal exercises control over all the three sections *viz.*, Flying, Engineering and the Office.

Conversion of the posts of Aircraft Helpers into those of Aircraft Hands

71.3. At present there are six posts of Aircraft Helpers. It was represented that the posts of "Aircraft Hands" were necessary for the department due to the increase in flying activities, that instead of creating separate posts of Aircraft Hands, the work was being entrusted to the Aircraft Helpers of the Engineering Section in addition to their own work and that four posts of Aircraft Helpers in the scale of pay of Rs. 55—1—60—2—85 might be converted into the posts of Aircraft Hands in the scale of pay of Rs. 85—2—105. The Commission has examined the suggestion and recommends that four posts of Aircraft Helpers may be converted into those of Aircraft Hands. The Commission, however, considers that it would not be appropriate to give to the Aircraft Hands almost the same scale of pay as that of Second Division Clerks as suggested but that the scale of pay for these Aircraft Hands may be slightly higher than that for the Aircraft Helpers.

Creation of the post of I Division Clerk

71.4. At present, there are three II Division Clerks in the Department. It was represented that those officials who had been appointed as II Division Clerks 12 to 18 years ago still continue as II Division Clerks without any chances for further promotion, as there was no post of I Division Clerk in the Department. It was stated that in order to carry on the correspondence work efficiently and quickly and also with a view to provide scope for promotion to the II Division Clerks, one post of a I Division Clerk might be created. The Commission considers that the request for the creation of the post of a I Division Clerk is reasonable but that the quantum of work of the department does not justify the creation of

the post of a I Division Clerk in addition to the existing 3 posts of II Division Clerks. The Commission accordingly recommends that one of the posts of the II Division Clerks may be upgraded to that of a I Division Clerk. The Cadre and Recruitment Rules of the Department may be so amended as to provide for the post of a I Division Clerk to be filled by promotion from the Cadre of II Division Clerks on the basis of seniority-cum-merit.

Maintenance Establishment of the Aerodrome

71.5. The Establishment for maintenance of the Aerodrome consists of 1 Maistry, 2 Watchmen and 13 Gang Coolies in the work-charged establishment under the control of this Institution. It was represented that as the establishment was employed continuously for the past few years it might be made permanent and the employees allowed leave and pensionary benefits admissible to regular Government servants. After considering all the aspects of the matter, the Commission recommends that such of the persons as have put in continuous service for 10 years and more may be confirmed as permanent servants as in the case of the work-charged establishment of the Public Works Department. The other posts may be continued against the work-charged establishment. The benefits and conditions of service recommended in respect of these two categories of personnel working in the Public Works Department may be extended to cover the corresponding categories of personnel in this School also.

Conveyance Allowance

71.6. Conveyance allowance at the rates noted against them is being paid at present to the officers noted below for the maintenance of Motor Car/Motor Cycle as they are required to be at the Jakkur Aerodrome, which is situated at a distance of about eight miles from Bangalore in the early hours of the morning between 6.30 A.M. and 7.00 A.M. and stay there till late in the evening every day.

(i) Chief Flying Instructor.	}	Rs. 75 per mensem.
(ii) Chief Aircraft Maintenance Engineer.		
(iii) Assistant Aircraft Maintenance Engineer.		
(iv) Assistant Flying Training Instructors.		
(v) Secretary.	}	Rs. 35 per mensem.
(vi) Skilled Mechanic.		

Actual bus fare from Bangalore City to the Aerodrome and back limited to Rs. 20 per mensem in each case is being paid to the officials of the Engineering Section who are not maintaining vehicles of their own. The administrative staff are provided with Government conveyance. It has been represented that the conveyance allowance and the actual bus fare that were being paid might be increased. The Commission considers that there is no need to continue the payment of conveyance allowance to such of the Gazetted Officers (excepting the Secretary) who are now in receipt of such allowance as the scales of pay for these posts are proposed to be so fixed as to compensate them fully for the duties and responsibilities attached to the posts and the conditions under which they have to work. The revised scales of pay for these Gazetted posts have been recommended on this basis. The Commission further recommends that the

existing facility of providing a conveyance to the administrative staff to go to the office in the morning and to come back therefrom in the evening may be continued and that bus fare may be paid to the other subordinate staff to whom conveyance allowance (as in the case of one skilled mechanic) and actual bus fare (as in the case of others) is being paid, taking the City Market Bus Stand as the point from which the bus fare is to be paid irrespective of whether they come by bus or by their own conveyance.

House Rent Allowance

71.7. The present rules regulating payment of House Rent Allowance do not provide for payment of House Rent Allowance to the officials who reside outside the limits of the Bangalore City Municipal Corporation. It was represented that House Rent Allowance might be paid to even those members of the staff working in the aerodrome as were living outside the limits of the Corporation at the same rates at which such allowance was paid to persons residing in the limits of the City, as such allowance was paid to the employees of the Government of India in identical circumstances. The Commission does not consider that there is any justification for giving House Rent Allowance to the officials who are not living within the limits of the Corporation.

Cadre and Recruitment Rules and Scales of Pay

71.8. The Commission considers that some suitable relativity has to be established between the scales of pay given to the "technical" officers working in this school and those given to the officers with corresponding qualifications and expertise in the Commercial sector. As already stated, the conveyance allowance may be discontinued and the scales of pay determined taking into consideration the duties and responsibilities attached to the posts and the conditions under which they have to work. These principles have been kept in view while recommending the scales of pay for the various posts.

Principal : (1) (Rs. 100 special pay in addition to his grade pay)

71.9. According to the Rules of Recruitment, appointment to the post of Principal has to be made by selection of the Chief Flying Instructor or the Chief Aircraft Maintenance Engineer who has also to be in additional charge of his post provided that no person who is serving on a contract basis would be eligible for appointment thereto. The Commission considers that the existing arrangement may be retained as it would be in the interest of efficient working of the Institution.

71.10. No separate scale of pay has been prescribed for this post as one of these two officers namely, the Chief Flying Instructor or the Chief Aircraft Maintenance Engineer will be holding the post of Principal in addition to his own duties. A special pay of Rs. 100 p.m. is attached to this post. The provision for the payment of special pay in addition to his grade pay may be continued as he will be discharging the duties of the post of Principal in addition to his own duties.

Chief Flying Instructor : (1) (Rs. 1,100—50—1,600)

71.11. The post of Chief Flying Instructor is filled by promotion by selection from the cadre of Assistant Flying Instructors. The Cadre and Recruitment Rules

also provide for appointment by direct recruitment or on a contract basis, of persons who possess current Commercial Pilot's Licence with Flight Instructor's Rating (Aeroplane) with flying experience of not less than 2,000 hours. The post requires a high degree of skill and it is, therefore, necessary to retain all the three modes of recruitment.

71.12. The scale of pay prescribed for the post is Rs. 1,100—50—1,600. The post also carries a conveyance allowance of Rs. 75 per mensem. The Commission considers that the proper scale of pay for this post would be Rs. 1,300—60—1,600—50—1,800.

Chief Aircraft Maintenance Engineer : (1) (Rs. 1,100—50—1,600)

71.13. The post of Chief Aircraft Maintenance Engineer is filled by promotion of Assistant Aircraft Maintenance Engineer. As in the case of the Chief Flying Instructor, there is provision for direct recruitment and appointment on contract basis of persons who possess Aircraft Maintenance Engineer's Licence under the categories A, B, C, D and X. For the reasons already assigned in dealing with the similar provision relating to the Chief Flying Instructor, the Commission considers that the provision for all the three modes of recruitment may be continued.

71.14. As regards the scale of pay, the Rules prescribe that the Chief Aircraft Maintenance Engineer should be in the scale of pay of Rs. 1,100—50—1,600. This post also carries a conveyance allowance of Rs. 75 per mensem. This scale is identical with the scale of pay for the Chief Flying Instructor. As in the case of the Chief Flying Instructor, the scale of pay for the Chief Aircraft Maintenance Engineer may be Rs. 1,300—60—1,600—50—1,800.

Assistant Flying Instructors : (2) (Rs. 800—40—1,000—50—1,100) or (Rs. 600—40—1,000)

71.15. The Rules of Recruitment provide that these posts may be filled either by direct recruitment or by appointment on a contract basis. The Commission considers that it is necessary to retain both the modes of recruitment for the reasons already indicated in the case of the Chief Flying Instructor.

71.16. The Rules prescribe two scales of pay for these posts namely Rs. 800—40—1,000—50—1,100 for holders of Commercial Pilot's Licence with Flight Instructor's Rating (Current) and flying experience of not less than 1,000 hours (relaxable upto 50 hours if otherwise suitable) and Rs. 600—40—1,000 for holders of Commercial Pilot's Licence with flying experience of not less than 500 hours (relaxable upto 50 hours if otherwise suitable). The posts also carry a conveyance allowance of Rs. 75 per mensem. The scales of pay for these posts may be fixed as Rs. 900—40—1,000—50—1,300 and as Rs. 700—40—900—50—1,200 respectively.

Assistant Aircraft Maintenance Engineer : (1) (Rs. 800—40—1,000—50—1,100) or (Rs. 600—40—1,000).

71.17. Under the existing Rules of Recruitment, the post is filled by promotion by selection from the cadre of Skilled Mechanics. The Rules also

provide for direct recruitment. The Commission considers that the provision for both the modes of recruitment may be retained.

71.18. The Rules prescribe two scales of pay for this post namely Rs. 800—40—1,000—50—1,100 for holders of a current Aircraft Maintenance Engineer's Licence under the categories A, B, C and X preferably on the types of aircraft operated by the school and Rs. 600—40—1,000 which is the scale for promotees and also for holders of a current Aircraft Maintenance Engineer's Licence under the categories A, C and X preferably on the types of Aircraft operated by the School. The post carries a conveyance allowance of Rs. 75 per mensem. As in the case of Assistant Flying Instructors, the scale of pay for Assistant Aircraft Maintenance Engineer may be fixed as Rs. 900—40—1,100—50—1,300 and as Rs. 700—40—900—50—1,200 respectively.

Secretary : (1) (Rs. 250—20—350—25—500)

71.19. The post is to be filled according to the Rules of Recruitment, either by promotion of the Accounts Superintendent or by deputation from the Class II Cadre of the Mysore Administrative Service. The Commission considers that the existing modes of recruitment may be continued.

71.20. The post is in the scale of pay of Rs. 250—20—350—25—500. The post carries a Conveyance Allowance of Rs. 35 per mensem. The scale of pay for similar posts in the Flying clubs in Madras is Rs. 450—50—800, in Kerala Rs. 450—50—700, in Maharashtra Rs. 400—30—650, while that in West Bengal where the Flying Training Institute is also run by West Bengal Government, it is Rs. 400—40—600—50—800. It has been represented by the Officer that he might be given the scale of pay equivalent to that for an Assistant Controller in the State Accounts Department. Taking into account the scales of pay fixed for other posts carrying corresponding duties and responsibilities in the State the Commission recommends that the scale of pay for the post of the Secretary may be fixed as Rs. 275—20—375—EB 25—525. The Secretary may continue to draw the conveyance allowance as it has been recommended that the existing modes of recruitment may continue and consequently an officer taken on deputation would have to draw his pay in the scale of pay applicable to him in the parent Department.

Skilled Mechanics : (3) (Rs. 180—10—320)

71.21. The Rules of Recruitment provide that these posts may be filled either by promotion on the basis of seniority-cum-merit from the cadre of semi-Skilled Mechanics or by direct recruitment of Diploma Holders in Mechanical Engineering with a minimum period of five years' experience in the Maintenance/overhaul of light aircraft/engines preferably in a Flying Club. The posts require a high degree of specialisation and it is, therefore, necessary to retain both the modes of recruitment.

71.22. The posts are in the scale of pay of Rs. 180—10—320. One of the holders of these posts gets a conveyance allowance of Rs. 35 per mensem. As

stated earlier, there is no need to continue the payment of conveyance allowance. However, the Skilled Mechanics may be permitted to draw the actual bus fare allowed in the case of the other officials in the executive wing. The scale of pay for these posts may be fixed as Rs. 225—10—305—15—350—EB—20—450.

Semi-Skilled Mechanics (3) (Rs. 100—5—150—6—180—10—200)

71.23. According to the existing Rules of Recruitment, the posts are filled either by promotion from the cadre of Aircraft Helpers or by direct recruitment of persons who possess two years' experience in the maintenance of light aircraft/engines preferably in a Flying Club, preference being given to the candidates possessing Diploma/Certificate in Mechanical Engineering. In view of the recommendation made earlier that four posts of Aircraft Helpers may be converted into those of Aircraft Hands, the Cadre and Recruitment Rules of the Department may be so amended as to provide for the promotion of these Aircraft Hands instead of Aircraft Helpers as Semi-Skilled Mechanics. The scale of pay for these posts may be fixed as Rs. 130—5—170—6—200—EB—10—240.

Accounts Superintendent : (1) (Rs. 220—10—320—15—440)

Stenographer : (1) (Rs. 110—5—150—8—190—10—260—15—320)

I Division Clerk : (to be newly created)

II Division Clerks (including Time-keepers) : (4) (Rs. 80—3—110—4—130—5—150).

Assistant Time-keeper : (1) (Rs. 70—2—80—3—110)

Store-keeper (1) (Rs. 110—5—150—6—180—10—220)

Assistant Store-keeper : (1) (Rs. 80—3—110—4—130—5—150)

71.24. The scales of pay for these officers may be the same as for officers holding comparable posts in the other Departments.

Leading Fireman : (1) (Rs. 85—2—105)

71.25. This post is to be filled by deputation from the Department of Fire Force. The scale of pay prescribed for the corresponding post in the Department of Fire Force may be made applicable to this post.

Aircraft Hands and Aircraft Helpers : (6) (Rs. 55—1—65—2—85) (to be newly created).

71.26. There are six posts of Aircraft Helpers in the School and they are filled by direct recruitment of persons who possess a minimum period of one year's experience in Workshop. As recommended earlier, four posts of Aircraft Helpers may be converted into posts of Aircraft Hands. Taking into consideration their duties and responsibilities, the scale of pay for Aircraft Hands may be fixed as Rs. 80—2—90—3—120—4—140 and the scale of pay for Aircraft Helpers may be fixed as Rs. 65—1—75—2—95. The Cadre and Recruitment Rules may be so amended as to provide for the inclusion of these posts in the Rules.

Drivers : (2) (Rs. 70—1—80—2—100)

Peons : (6) (Rs. 50—1—60)

Watchmen : (3) (Rs. 50—1—60)

71.27. There are corresponding posts in the other Departments and the scales of pay prescribed for them may also be the scales of pay for these posts.

Special Pay

71.28. Special pay to the Stenographer and the II Division Clerk who handles cash may be regulated in accordance with the general principles laid down for similar posts in other Departments.

Delegation of Powers.

71.29. No suggestions have been made about the delegation of powers in addition to what are vested in the Principal under the Manual of Financial Powers. All the powers now vested in the Principal under the Manual may continue.



CHAPTER 71
Government Flying Training School

Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
		Rs.		
1. Principal	...	1 Rs. 100 Special Pay in addition to his grade pay.	100 Special Pay in addition to his grade pay	
2. Chief Flying Instructor	...	1 1,100—50—1,600+Conveyance Allowance Rs. 75 p.m.	1,300—60—1,600—50—1,800	
3. Chief Aircraft Maintenance Engineer	1	1,100—50—1,600+Conveyance Allowance Rs. 75 p.m.	1,300—60—1,600—50—1,800	
4. Assistant Flying Instructor	2	800—40—1,000—50—1,100 OR 600—40—1,000+Conveyance Allowance Rs. 75 p.m.	900—40—1,100—50—1,300 OR 700—40—900—50—1,200	
5. Assistant Aircraft Maintenance Engineer	1	800—40—1,000—50—1,100 OR 600—40—1,000+Conveyance Allowance Rs. 75 p.m.	900—40—1,100—50—1,300 OR 700—40—900—50—1,200	
6. Secretary	...	1 250—20—350—25—500+Conveyance Allowance Rs. 35 p.m.	275—20—375—EB—25—525+Conveyance Allowance Rs. 35 p.m.	
7. Accounts Superintendent	...	1 220—10—320—15—440	250—10—300—15—420—EB—20—500	
8. First Division Clerk	...	...	140—5—150—8—190—EB—10—260—15—290	Out of 3 posts of Second Division Clerks one post is to be converted into First Division Clerk.

Government Flying Training School—(concl'd.)

Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
		Rs.	Rs.	
9. Stenographer	...	110-5-150-8-190-10-260-15-320	175-10-275-15-350-EB-20-450	
10. Second Division Clerk (Including Time-keeper)	...	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
11. Assistant Time-keeper	...	70-2-80-3-110	85-2-95-3-125-EB-4-145	
12. Store-keeper	...	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
13. Assistant Store-keeper	...	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
14. Skilled Mechanic	...	180-10-320	225-10-305-15-350-EB-20-450	
15. Semi-Skilled Mechanic	...	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240	
16. Leading Fireman	...	85-2-105	110-4-130-5-170-EB-6-200	
17. Driver	...	70-1-80-2-100	85-2-95-3-125-EB-4-145	
18. Aircraft Hand	80-2-90-3-120-4-140	Out of 6 posts of Aircraft Helpers 4 posts are to be converted into Aircraft Hands.
19. Aircraft Helper	...	55-1-65-2-85	65-1-75-2-95	
20. Peon	...	50-1-60	60-1-80-2-90	
21. Watchman	...	50-1-60	60-1-80-2-90	

CHAPTER 72

The Mysore Ports Department

72.1. The Mysore Ports Department was constituted after the reorganisation of States in 1956. This department is responsible for the administration and maintenance of all the minor ports in the State. It administers the Indian Ports Act 1908, the Mysore Harbour Crafts Rules, the Indian Steam Vessels Act, 1917 etc., and the Rules made thereunder. It provides facilities for safe entry and berthing of ships, loading and und unloading of cargo etc.

72.2. This Department is classified as a Minor Department. The State Port Officer is the head of the Department with Mangalore as his Headquarters. On the administrative side he is assisted by an Administrative Assistant and a Superintendent (Port Conservator). There are three divisions with Headquarters at Karwar, Coondapur and Honnavar. Karwar and Coondapur divisions are each under the control of a Port Officer while Honnavar Division is under the Additional charge of the Port Officer, Coondapur. On the technical side of a Marine Engineering Unit, under the charge of a Marine Engineer who is responsible for the maintenance of all mechanical equipment of the Department. A port Engineer is in charge of the Civil wing of the Department.

Cash allowance to the Deputy Port Conservators and Assistant Port Conservators

72.3. It was represented to the Commission that the Deputy Conservators and Assistant Conservators were being paid cash allowance, that it was discontinued with effect from 1st October 1963 as per G.O.No. FD 57 SRP (1) 63, dated 18th October 1963 and that it might be revived. The Commission considers that they need not be given any cash allowance for this work, as the handling of cash is a part of the normal duties of the Deputy Conservators and Assistant Conservators and as the scales of pay applicable to these posts have been regulated taking into consideration these duties and responsibilities also.

Over-time Allowance

72.4. The Commission examined the question whether it would be more advantageous both to the State and to the Officials concerned if the present system of over-time allowance is continued or whether it may be discontinued and additional staff appointed to work during the "extra-hours". After examining the system adopted in the neighbouring States, the amount of "overtime work" and the "overtime fees" involved, the Commission is satisfied that the balance of convenience lies in continuing the existing system.

Scales of Pay and Cadre and Recruitment Rules

72.5. On an examination of the existing set up of the department, the Commission considers that it would be appropriate to fix the scales of pay of the officers at several levels in the department taking into consideration not

only the qualifications prescribed for entry into service, conditions prescribed for promotion to higher grades and responsibilities attached to the posts but also, to some extent the conditions of service available to officers with similar qualifications, duties and responsibilities in the mercantile marine. These principles have been borne in mind while recommending the scales of pay for the posts in this Department.

72.6. Consequent on the creation of a number of new posts, revised Cadre and Recruitment Rules have been submitted to Government and are under their consideration.

State Port Officer : (1) (Rs. 900—40—1,100—50—1,300)

72.7. According to the existing rules of Recruitment this post is to be filled direct recruitment or by appointment by contract. For direct recruitment the following qualifications are prescribed. A Certificate of competency as commander in the Indian Navy without being in the active list thereof of a foreign going Master's Certificate granted by the Ministry of Transport, Government of India or Board of Trade, London and service as a Chief Officer. The post is now proposed to be filled by promotion by selection from the cadre of Port Officers or by direct recruitment deleting the existing provision for filling this post on contract. The Commission agrees with the proposal subject, however, to the condition that such officer possesses the minimum qualifications prescribed for the post.

72.8. The scale of pay prescribed for the post of the State Port Officer is Rs. 900—40—1,100—50—1,300. The Commission considers that the scale of pay prescribed for the post is low when compared with the prescribed qualifications and the duties and responsibilities attached to the post and the scales of pay in other States. It is also understood that it is very difficult to secure the services of persons with the requisite qualifications to fill-up the post on this scale of pay. In these circumstances the Commission recommends that the scale of pay for this post may be revised as Rs. 1,100—50—1,300—60—1,600.

Port Officers : (2) Rs. 700—40—900—50—1,200

72.9. The mode of recruitment to these posts has not been specified in the existing Cadre and Recruitment Rules. According to the proposed Cadre and Recruitment Rules the post may be filled by direct recruitment. The qualification required for appointment to the post of Port Officer is a foreign going Master's certificate and the persons must have served as Chief Officer. As the qualifications required for this post are such that the post cannot be filled by persons working in the lower cadre, the Commission agrees with the proposed mode of recruitment.

72.10. The scale of pay for these posts may be revised as Rs. 900—40—1,100—50—1,300.

Marine Engineer : (1) Rs. 700—40—900—50—1,100

72.11. This post is proposed to be filled up by direct recruitment of a person possessing a certificate of Competency as First Class Engineer issued under the

Merchant Shipping Act 1958 or its equivalent having Commonwealth validity. The Commission considers that the appropriate scale for the post is Rs. 900—40—1,100—50—1,300.

Administrative Assistant to the State Port Officer : (1) (Rs. 250—20—350—25—500).

72.12. The Cadre and Recruitment Rules provide for this post being filled either by promotion from the cadre of the Port Conservators or by taking on deputation an officer holding a corresponding post in any other department. It is proposed to fill the post by promotion from the cadre of Port Conservators. As this is a small department in which the chances of promotion for officers from the lower cadres are limited the Commission agrees with the proposal of filling this post by promotion from the Cadre of Port Conservators.

72.13. It has been represented to the Commission that the post may be upgraded and equated with that of the Assistant Commissioner in so far as the status and the scale of pay are concerned. The Commission considers that as the duties and responsibilities of this post are not comparable to those of Assistant Commissioners the post need not be upgraded, but that it would be adequate if it is equated to that of Office Managers in the offices of the Heads of Minor Departments and recommends accordingly.

72.14. The scale of pay for the posts of Managers in the offices of the Heads of Minor Departments has been fixed as Rs. 250—10—300—15—420—EB—20—500. The scale of pay for this post may also be the same, even though the present incumbent is in a more or less the same scale.

Port Engineer : (1) (Rs. 300—25—500—30—700)

72.15. According to the proposed Cadre and Recruitment Rules, this post is to be filled by direct recruitment. The existing cadre and recruitment rules admit of only promotion from the cadre of Junior Engineers (Marine) or by transfer or by deputation of an Assistant Engineer of the Public Works Department. This is a small department in which there are no promotional opportunities for persons in this cadre.

72.16. In this view it is not desirable to fill this post by direct recruitment as it is necessary to provide for the promotion of persons in the cadre of Junior Engineers working in the departments already. Looking to the scale of pay which is that for an Assistant Engineer, the Commission considers that taking on deputation of an Assistant Engineer of the Public Works Department may be thought of if the present incumbent is not fit. In future, even the post of Junior Engineers may be filled by taking on deputation suitable officers from the Public Works Department.

72.17. The scale of pay for the post may be the same as that for Assistant Engineers of the Public Works Department.

Junior Engineer : (3) (Rs. 250—15—400)

72.18. The post of the Junior Engineers are filled by direct recruitment of persons possessing a degree in Civil or Mechanical Engineering or Diploma or

Certificate of a recognised Institute of Engineers in Part A and B of the Associate Membership or its equivalent qualification or by deputation of Junior Engineers from the Public Works Department. The provision relating to direct recruitment may be deleted and these posts filled only by taking on deputation officials holding corresponding posts in the Public Works Department. If the present incumbents have been appointed by direct recruitment their liens may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this department. Their scale of pay may be the same as that for the Junior Engineers of the Public Works Department.

Port Conservator: (5) (Rs. 180—10—320)

72.19. According to the existing Cadre and Recruitment Rules these posts may be filled either by taking on deputation a suitable officer from a Port Trust Authority or by promotion from the Cadre of Deputy Conservators. It is proposed to fill the post hereafter only by promotion from the cadres of Deputy Conservators or Accountant or Stenographers Grade I. The nature of duties of this post is distinct from that of the ministerial subordinate staff. These posts may, therefore, be filled by the promotion of only Deputy Conservators, and not the ministerial staff as proposed. The scale of pay for the post may be Rs. 200—10—280—15—370—EB—20—450.

Deputy Port Conservators: (18) (Rs. 110—5—150—6—180—10—220)

72.20. According to the existing Cadre and Recruitment Rules 33½ per cent of the posts are filled by promotion from the cadre of Assistant Port Conservators 33½ per cent by direct recruitment of persons who have passed the Intermediate examination or the Pre-University Course or equivalent Examination and 33½ per cent by taking on deputation, officials holding corresponding posts from the Revenue or the Public Works Department. It is now proposed that 50 per cent of the posts may be filled by direct recruitment of persons who have passed a degree examination of a recognised University and the other 50 per cent by promotion from the Cadre of Assistant Conservators or from the cadre of Stenographers, Grade I. The post need not be filled by promoting Stenographers. The other two modes of recruitment only need be adopted. The Rules of recruitment may be amended accordingly. The scale of pay for these posts may be Rs. 140—5—150—8—190—EB—10—260—15—290.

Assistant Port Conservators (44) (Rs. 80—3—110—4—130—5—150)

72.21. Seventy-five per cent of the posts in this Cadre are filled by direct recruitment of persons of S.S.L.C. or equivalent qualification and 25 per cent by promotion from the cadre of Light House Keepers Grade I and Signallers. It is proposed to admit the Steno-Typists Grade II and Typist Grade II into the promotional quota. This is not necessary and the other modes of recruitment only need be adopted. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

Supervisors	(4)	(Rs. 150—8—190—10—320)
Draughtsman	(1)	(Rs. 150—8—190—10—320)
Supervisor (Mech.)	(1)	(Rs. 150—8—190—10—320)
Marine Mechanic	(1)	(Rs. 150—8—190—10—320)
Operator Mechanic	(1) ...	(Rs. 150—8—190—10—320)
Tracer	(1)	(Rs. 80—3—110—4—130—5—150)

72.22. These posts are proposed to be filled by direct recruitment of persons possessing following qualifications :—

Supervisors : A diploma or Certificate in Civil or Mechanical Engineering from a School of Engineering or Polytechnic or equivalent qualification.

Draughtsman : A diploma in Civil Engineering or Certificate in Draughtsmanship from a Polytechnic or equivalent qualification.

Supervisor Mechanic : A diploma or Certificate in Mechanical Engineering from a School of Engineering or Polytechnic or equivalent qualification.

Marine Mechanic : A Certificate in Craftsmanship in Oil Engines issued by the Director of Training and/or minimum of three years' practical experience in Marine Workshop or in a reputed automobile Workshop.

Operator Mechanic : A diploma or Certificate in Mechanical Engineering from a School of Engineering or Polytechnic or equivalent qualification.

Tracer : A pass in S:S.L.C. or equivalent qualification, one year's training in drawing or tracing in Polytechnic or other recognised institutions ; or by taking on deputation officials of corresponding rank from the Public Works Department. The latter mode of recruitment only need be adopted in future. The Rules of Recruitment may be amended accordingly. If there are any officials who have been recruited directly, their liens may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this department. The scales of pay for the various posts may be the same as for officers of the corresponding status in the Public Works Department.

Light House Keepers Grade I and Signallers : (12) (Rs. 70—2—80—3—125)

72.23. According to the Rules of Recruitment, these posts are to be filled by promotion from the cadre of Light House Keepers Grade II or by direct recruitment of persons who have studied upto VIII standard and are proficient in Morse Signalling and International Code Signalling. The existing modes of recruitment may be continued.

72.24. The scale of pay for these posts may be fixed as Rs. 85—2—95—3—125—EB—4—145.

Sarangs Grade II : (7) (Rs. 100—5—150—6—180)

72.25. These posts have not been included in the existing Cadre and Recruitment Rules. It is proposed that these posts may be filled either by promotion from the Cadre of Sarang Grade III-cum-Seacunny or by direct recruitment of persons who have studied upto VIII standard and who possess a certificate of

competency under Harbour Craft Rules or Inland Steam Vessels Act, 1917 or Merchant Shipping Act, 1958. These modes of recruitment may be adopted and the Rules of Recruitment may be framed accordingly.

72.26. The scale of pay for these posts may be fixed as Rs. 130—5—170—6—200—EB—10—240.

Sarangs Grade III-cum-Seacunny : (11) (Rs. 70—2—80—3—110)

72.27. These posts have not been included in the existing Cadre and Recruitment Rules. It is proposed that they may be filled either by promotion from the cadre of Seamen or by direct recruitment of persons who have studied upto VIII standard with three years' experience on deck in a mechanically propelled craft and are able to steer. These modes of recruitment may be adopted and the Rules of Recruitment may be framed accordingly.

72.28. The scale of pay for these posts may be revised as Rs. 85—2—95—3—125—EB—4—145.

Light Keepers Grade II : (4) (Rs. 65—1—70—2—90).

72.29. According to the existing Rules of Recruitment, 50 per cent of these posts are to be filled by promotion from the cadre of Assistant Light Keepers, Daffedars, Attenders and 50 per cent by direct recruitment of persons who have studied upto VIII standard and possess working knowledge in English and Kannada. These modes of recruitment may be retained.

72.30. The scale of pay for these posts may be fixed as Rs. 80—2—90—3—120—4—140.

Assistant Light Keepers : (7) (Rs. 55—1—65—2—75)

72.31. Fifty per cent of these posts are proposed to be filled by promotion from the cadre of Seamen and 50 per cent by direct recruitment of persons who have studied upto VIII standard and who possess working knowledge in English and Kannada. These modes of recruitment may be adopted and the Rules of Recruitment may be revised accordingly.

72.32. The scale of pay for these posts may be fixed as Rs. 65—1—75—2—95.

Electrician : (1) (Rs. 100—5—150—6—180)

72.33. According to the proposed Rules of Recruitment this post is to be filled by direct recruitment of a person possessing a certificate of Craftsmanship as Electrician issued by the Director of Training under the Ministry of Employment and Training, or possessing practical experience for a minimum of three years as an Electrician in a reputed Firm or Workshop. The proposed mode of recruitment may be adopted and the Rules of Recruitment framed accordingly.

72.34. The scale of pay for this post may be revised as Rs. 130—5—170—6—200—EB—10—240.

Drivers Grade II : (9) (Rs. 100—5—150—6—180)

72.35. According to the proposed Rules of Recruitment these posts are to be filled by direct recruitment of persons who have studied upto the VIII standard and possess a Certificate of Competency under Harbour Craft Rules or a Certificate

granted under Indian Steam Vessels Act, 1917 or Merchant Shipping Act, 1958; or by promotion from the cadre of Drivers Grade III. The proposed mode of recruitment may be adopted and the Rules of Recruitment framed accordingly.

72.36. The scale of pay for these posts may be revised as Rs. 130—5—170—6—200—EB—10—240.

Drivers Grade III: (13) (Rs. 70—2—80—EB—3—110)

72.37. According to the proposed Rules of Recruitment these posts are to be filled by direct recruitment of persons who have studied upto the VIII Standard, and have at least three years of experience in a Workshop engaged in repairing and maintenance of diesel engines or who have a current driving licence for a heavy vehicle and a recognised first aid training certificate. The proposed modes of recruitment may be adopted and the Rules of Recruitment framed accordingly.

72.38. The scale of pay for these posts may be revised as Rs. 85—2—95—3—125—EB—4—145.

Seamen: (95) (Rs. 50—1—60)

Wharfmen: (13) (Rs. 50—1—50)

72.39. These posts are proposed to be filled by direct recruitment of persons who are able to read and write Kannada and converse in Hindi and are able to swim and climb ropes and masts. The proposed mode of recruitment is adequate and may be adopted. The Rules of Recruitment may be framed accordingly.

72.40. The scale of pay for these posts may be revised as Rs. 60—1—80—2—90.

Accountant: (1) Rs. 150—8—190—10—270

I Division Account Clerk: (1) Rs. 120—5—150—8—190—10—240

I Division Store Keeper: (1) Rs. 120—5—150—8—190—10—240

Stenographer (Grade I): (1) Rs. 110—5—150—6—180—10—220
+ Special Pay Rs. 30

I Division Clerk: (1) Rs. 110—5—150—6—180—10—220

Typist Grade II: (7) Rs. 80—3—110—4—130—5—150—
+ Special Pay Rs. 10

II Division Accounts Clerk: (1) Rs. 80—3—110—4—130—5—150

II Division Clerks: (2) 80—3—110—4—130—5—150

II Division Store Keeper: (1) Rs. 90—3—150—6—180

Jeep Driver: (1) Rs. 70—1—80—2—100

Class IV

Attenders: (2) Rs. 65—2—85

Daffedars: (3) Rs. 65—2—85

72.41. These are common categories of posts and the scales of pay as specified in Chapter 4 may be adopted.

Delegation of Powers

72.42. The Department has stated that the powers now vested in the various authorities of the Department are adequate. The Commission recommends that these powers may be continued and that it is not necessary to delegate any further powers.

CHAPTER 72

The Mysore Ports Department

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
1	State Port Officer	1	900-40-1,100-50-1,300	1,100-50-1,300-60-1,600	
2	Port Officer	2	700-40-900-50-1,200	900-40-1,100-50-1,300	
3	Marine Engineer	1	700-40-900-50-1,100	900-40-1,100-50-1,300	
4	Port Engineer	1	300-25-500-30-700	350-25-600-30-780-EB-40-900	
5	Administrative Assistant to the State Port Officer	1	250-20-350-25-500	250-10-300-15-420-EB-20-500	
6	Junior Engineer	3	250-15-400	275-20-375-EB-25-525	
7	Port Conservator	5	180-10-320	200-10-280-15-370-EB-20-450	
8	Supervisor	4	150-8-190-10-320	175-10-275-15-350-EB-20-450	
9	Draughtsman	1	150-8-190-10-320	175-10-275-15-350-EB-20-450	
10	Supervisor Mechanic	1	150-8-190-10-320	175-10-275-15-350-EB-20-450	
11	Marine Mechanic	1	150-8-190-10-320	175-10-275-15-350-EB-20-450	
12	Operator Mechanic	1	150-8-190-10-320	175-10-275-15-350-EB-20-450	
13	Deputy Port Conservator	18	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
14	Assistant Port Conservator	44	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
15	Tracer	1	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
16	Sarang Gr. II	7	100-5-150-6-180	130-5-170-6-200-EB-10-240	
17	Light House Keeper and Signaller	12	70-2-80-3-125	85-2-95-3-125-EB-4-145	
18	Sarang Grade III-cum-Sea cunny	11	70-2-80-3-110	85-2-95-3-125-EB-4-145	
19	Light Keepers Grade II	4	65-1-70-2-90	80-2-90-3-120-4-140	
20	Assistant Light Keeper	7	55-1-65-2-75	65-1-75-2-95	

The Mysore Ports Department—(Concl'd.)

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay.	Remarks
			Rs.	Rs.	To be designated as Superintendent Grade II.
21	Accountant	...	1 150—8—190—10—270	175—10—275—15—350—EB—20—450	
22	I Division Accounts Clerk	...	1 120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
23	I Division Store Keeper	...	1 120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
24	Stenographer Grade I	...	1 110—5—150—6—180—10—220 + Spl. pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 + Special pay Rs. 30 p.m.	
25	I Division Clerk	...	1 110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
26	Typist	...	7 80—3—110—4—130—5—150 + Spl. pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Special pay Rs. 10 p.m.	
27	II Division Clerk	...	2 80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
28	II Division Accounts Clerk	...	1 80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
29	II Division Store Keeper	...	1 90—3—150—6—180	95—3—125—4—145—EB—5—200	
30	Electrician	...	1 110—5—150—6—180	130—5—170—6—200—EB—10—240	
31	Driver Grade II	...	9 100—5—150—6—180	130—5—170—6—200—EB—10—240	
32	Driver Grade III	...	13 70—2—80—EB—3—110	85—2—95—3—125—EB—4—145	
33	Jeep Driver	...	1 70—1—80—2—100	85—2—95—3—125—EB—4—145	
34	Attender	...	2 65—2—85	85—2—95—3—125—EB—4—145	
35	Daffedar	...	3 65—2—85	80—2—90—3—120—4—140	
36	Seaman	...	95 50—1—60	60—1—80—2—90	
37	Wharfman	...	13 50—1—60	60—1—80—2—90	

CHAPTER 73.

PUBLIC WORKS DEPARTMENT

73.1. As indicated in Chapter 1 the State Government appointed Mr. A. C. Mitra as the Adviser to the Pay Commission to examine various matters relating to the Public Works Department and to make his recommendations thereon. The report submitted by Mr. Mitra is included in the Appendix as an Annexure.

73.2. The recommendations made by the Adviser were examined and the views of the Secretary to Government, Public Works Department, the Chief Engineers and the Chief Architect to Government were also ascertained.

73.3. The details relating to the existing structure, organisation and working of this Department have been dealt with at length by the Adviser in his Report. The salient points are, however, reproduced to the extent necessary for examining them.

Organisation and structure of the Department.

73.4. There are now six Chief Engineers in charge of the following zones :

- (1) Communications and Buildings,
- (2) Minor Irrigation and Public Health Engineering,
- (3) Investigation of Irrigation and Hydro Electric Projects,
- (4) Irrigation Projects (South),
- (5) Irrigation Projects (North) and
- (6) Hydro Electric Construction Projects.

73.5. The Adviser has suggested that in the future set up it would be necessary to have at least six Chief Engineers in charge of the following zones :

- (1) Highways,
- (2) Buildings and Public Health Engineering,
- (3) Minor Irrigation, Maintenance and Investigation (this would mean construction of Minor Irrigation works and maintenance of all completed irrigation works whether they be Major, Medium or Minor and investigation of all irrigation works),
- (4) Irrigation (North), in charge of construction of Major and Medium Irrigation works,
- (5) Irrigation (South), in charge of construction of Major and Medium Irrigation works, and
- (6) Hydro Electric Construction Projects.

73.6. The Adviser has suggested that if it is not possible to step up the moneys made available to the Major Irrigation Section the two posts of Chief Engineers, Irrigation (South) and (North) might be combined.

73.7. The Adviser has also suggested that there could be two broad classifications in the Engineering Department :

- (1) in charge of Irrigation and
- (2) in charge of other items of work namely, Highways, Buildings and Public Health Engineering,

and that the seniormost Chief Engineer within each group should be the Chief Engineer for all purposes relating to establishment and other common matters and that the other Chief Engineers in such unit practically Additional Chief Engineers with full powers in respect of their respective subjects.

73.8. The officers of the Department, however, appeared to be of the view, that the existing set up was working satisfactorily and that there was no need to make any changes therein.

73.9. The Commission considers that it would be difficult for a Department to function with so many officers of equal status without a regular co-ordinating authority with over-riding powers who could take decisions in technical and administrative matters and that as the Department is now functioning, it really is not one Department but a large number of Departments very loosely knit together and having a common cadre at all levels. The only difficulty in either appointing a single Chief Engineer with all the others being Additional Chief Engineers or having an Engineer-in-Chief with all the others being Chief Engineers with over-riding powers being given to such Chief Engineer or Engineer-in-Chief is that it may not be possible for him to be really effective in supervising or assisting the officers of the Department in discharging their duties effectively. However unsatisfactory a loose-knit arrangement might be, it has been able to function fairly efficiently all these years though its performance is capable of improvement. This result has perhaps been secured to some extent by resorting to the device of an informal Board of Chief Engineers which is able to sort out many of the controvertial points and present unanimous views to Government. The Commission considers that it may be desirable to place this Board on a formal footing, to appoint the seniormost Chief Engineer as the Chairman of the Board and to invest him with certain powers relating to the functioning of the Board including the management of personnel in this Board. In that event an officer of the status of a Superintending Engineer working at the Head Quarters could be appointed as the Secretary of the Board of Chief Engineers and he could keep the records of the proceedings of the meetings of the Chief Engineers and issue orders in their name. The Board could deal with common matters like those relating to establishment in all the zones and overall control over the Central Research Station and the Central Mechanical Organisation. The Secretary of the Board could be in control of the office of the Board. The Secretariat of the Board could provide common services in respect of these matters to the Chief Engineers in charge of the zones. This Secretariat could also handle such other matters of common interest as may be referred by Government to the Board or which the Board might like to take up with the Government in respect of the entire Department.

73.10. The existing arrangement under which each of the Chief Engineers is treated as an independent Head of a Major Department may continue in respect of subjects specially dealt with by him and he may correspond with Government directly in respect of such matters in his capacity as the Head of a Major Department. The Board need not have to interfere with the details of the working of each zone.

73.11. The Commission, however, considers that the work-load at the level of Chief Engineers does not justify the continuance of six Chief Engineers and therefore recommends that four zones may be constituted under four Chief Engineers with the following charges :

- | | |
|---|--|
| 1. Communications (Highways) and Buildings Zone. | To be in charge of execution and maintenance of Roads, Bridges, Buildings and development of Minor Ports of the State. |
| 2. Major Irrigation Zone | .. To be in charge of the execution of Major and Medium Irrigation Projects in the State. |
| 3. Manor Irrigation and Public Health Engineering Zone. | To be in charge of Public Health Engineering, Investigation and Construction of Minor Irrigation Works and maintenance of all completed Irrigation Works. |
| 4. Investigation of Irrigation and Hydro Electric Projects and Hydro Electric Construction Projects Zone. | To be in charge of Investigation of Hydro Electric and Irrigation Projects (excepting Minor Irrigation Projects) in addition to being in charge of execution (balance works) and maintenance of Civil Engineering Works of the Sharavathi Valley Project, Construction of Hydro Electric Power Generation Projects of the State and main transmission to the principal distribution centres. |

73.12. The Commission also considers that the work-load in the Engineering Wings in the Bangalore Water Supply and Sewerage Board, the City Improvement Trust Board, Bangalore, and in the Mysore Housing Board does not justify the appointment of officers of the status of Chief Engineers. Even though these Boards are statutorily constituted bodies, having powers to appoint the officers under them, the Commission suggests that the Bangalore Water Supply, and Sewerage Board may have an Officer of the status of a Superintending Engineer and the City Improvement Trust Board and the Mysore Housing Board may have officers of the status of Executive Engineers to be in charge of their respective Engineering Wings.

Circles

73.13. There are seven territorial Circles, eight Circles for Major Irrigation, two Circles in charge of Public Health Engineering and two Circles in charge of Investigation. The Superintending Engineers in charge of the territorial Circles deal with all matters relating to Roads, Buildings and Minor

Irrigation. The Adviser has suggested that while the arrangements now made in respect of Major Irrigation and Public Health Engineering may continue, the general Circles need not be in charge of Minor Irrigation and separate Circles might be constituted for construction of Minor Irrigation works and maintenance of all categories of Irrigation works.

73.14. The Adviser has suggested that if Minor Irrigation is taken off the territorial Superintending Engineers the total number of Circles might be reduced to five, four Circles might be constituted for Minor Irrigation (Construction of Minor Irrigation works and maintenance of all categories of completed irrigation works) the two Circles in the Public Health Engineering Zone, the two Circles for the Investigation of Major and Medium Projects and all the existing Circles under the Major Irrigation Zones might continue. This would in effect mean that the total number of Circles would increase from the existing number by two.

73.15. Even under the existing organisation there is no difficulty in regard to the Circles under the Major Irrigation Zone since they are in charge of specific Projects and they concentrate their efforts only on such Projects. The Superintending Engineers in charge of Public Health Engineering Circles and of the territorial Circles have overlapping territorial jurisdiction now. But just as in the case of Major Irrigation Projects the works in the Public Health Engineering Circles are localised works. The Superintending Engineers in charge of the Territorial Circles are now in charge, as already stated, of Communications and Buildings and Minor Irrigation Works. In case of Minor Irrigation is taken off them and given to separate Circles the territorial Superintending Engineers and the Superintending Engineers in charge of Minor Irrigation would both have to cover co-extensive areas to inspect works which are located more or less in the same places and this would mean unnecessary moving about by all the officers concerned but even so, this arrangement would have to be implemented only if the expertise required at the Superintending Engineer's level is such that a "generalist Engineer" cannot efficiently supervise the work on the irrigation side. The Commission is satisfied that such expertise is required and, therefore, accepts the recommendation of the Adviser and suggests that the following Circles might be constituted in future :

(1) *Communication (Highways) and Buildings Zone*

73.16. Five territorial Circles may be constituted with Headquarters at Bangalore, Mysore, Shimoga, Belgaum and Gulbarga and with the jurisdiction indicated against each of them.*

<i>*Name of Circle</i>	<i>Headquarters</i>	<i>Districts served</i>
1. Bangalore Circle ..	Bangalore	.. Bangalore, Kolar, Tumkur and Hassan Districts.
2. Mysore Circle ..	Mysore	.. Mysore, Mandya, Coorg and South Kanara Districts.

3. Shimoga Circle .. Shimoga .. Shimoga, Chikmagalur, Chitradurga and Dharwar Districts.
4. Belgaum Circle .. Belgaum .. Belgaum, Bijapur and North Kanara Districts.
5. Gulbarga Circle .. Gulbarga .. Gulbarga, Bidar, Raichur and Bellary Districts.

(2) *Major Irrigation Zone*

73.17. The existing eight Circles as per details noted below may be continued.

1. Tungabhadra Project Circle, Munirabad.
2. Tungabhadra Canal Construction Circle, Yermarus.
3. Bhadra Canal Circle, Bhadra Reservoir Tunnel Colony.
4. Kabini Project Circle, Mysore.
5. Hemavathy Project Circle, Hassan.
6. Ghataprabha Project Circle, Hidkal.
7. Malaprabha Project Circle. Saundatti.
8. Upper Krishna Project Circle, Almatti.

(3) *Minor Irrigation and Public Health Engineering Zone*

73.18. Four Circles may be constituted with headquarters at Bangalore, Mysore, Dharwar and Raichur with the jurisdiction as shown against each of them :

<i>Name of Circle</i>	<i>Headquarters</i>	<i>Districts served</i>
1. Minor Irrigation Circle.	Bangalore	Bangalore, Kolar, Tumkur, Chikmagalur and Chitradurga Districts.
2. Do	Mysore	Mysore, Coorg, South Kanara, Hassan and Mandya Districts(including Krishnarajasagar and Visveswarayya Canal Divisions).
3. Do	Dharwar	Dharwar, Belgaum, Bijapur, Shimoga and North Kanara Districts.
4. Do	Raichur	Raichur, Bellary, Gulbarga and Bidar Districts.

73.19. The two Public Health Engineering Circles as are now existing may be continued.

(4) *Investigation of Irrigation and Hydro-Electric Projects Zone*

73.20. The two Circles for the investigation of Major and Medium Irrigation Projects with headquarters at Mysore and Yermarus and the two Hydro-Electric Construction Projects Circles as are now existing may be continued.

Divisions

73.21. The number of Divisions and each of the Zones as constituted at present are :

(1) Communications, Buildings and Minor Irrigation	..	44
(2) Investigation of Major Irrigation and Medium Irrigation		8
(3) Public Health Engineering	..	9
(4) Hydro Electric Construction Projects	..	11
(5) Major Irrigation (South)	..	23
(6) Major Irrigation (North)	..	18

73.22. In view of the fact that the Commission has recommended that the territorial Circles should deal with Communications and Buildings only, it follows that the territorial Divisions should also deal with Communications and Buildings only. As against the existing 44 Divisions it would be adequate if only 28 Divisions are retained for this work.

73.23. Of the existing 44 Divisions 28 will be treated as Divisions in charge of only communications and buildings and the others abolished in the present form but 20 Divisions will have to be constituted to be in charge of Minor Irrigation works, namely, all aspects of Minor Irrigation and maintenance of Major and Medium Irrigation.

73.24. There are 4 Divisions for the Investigation of Minor Irrigation Works. These 4 Divisions may be abolished and Sub-Divisions may be created in the Divisions now proposed for all aspects of minor irrigation and for the maintenance of major and medium irrigation works. The details relating to the Sub-Divisions to be created are indicated in the succeeding paragraphs.

73.25. There are 2 Divisions in charge of maintenance of Viswesvarayya Canal and Krishnaraja Sagar Dam, located at Mandya and Krishnaraja Sagar respectively. At present these 2 Divisions are under the control of the Chief Engineer (Irrigation South), as these works have reached the maintenance stage they may be transferred to the Zone of the Chief Engineer (Minor Irrigation and Public Health Engineering).

73.26. There are 9 Divisions in the Public Health Engineering Wing and these may continue without any change.

73.27. There are 23 Divisions in the Major Irrigation (South) Zone and these may continue.

Major Irrigation (North)

73.28. There are 18 Divisions in the Major Irrigation (North) and these may continue excepting for the Quality Control Division at Hidkal which may be abolished. The Executive Engineer now in charge of this Division and the Assistant Engineers under him could, however, continue to work under the Superintending Engineer, Ghataprabha Project Circle.

73.29. There are 8 Divisions in the Zone under the Chief Engineer, Investigation of Irrigation and Hydro Electric Projects, Bangalore. Of these the Hydro Electric Investigation Division at Kargal may be abolished and the works of this Division may be attached to the Hydro Electric Investigation Division, Dharwar which is at present engaged in the Investigation of the Kalinadi Hydro Electric Project.

Sub-Divisions

73.30. In view of the fact that the territorial Circles and Divisions will be in charge of only Communications and Buildings and not Minor Irrigation, the number of Sub-Divisions in these Divisions may be reduced from the existing 201 to 165.

73.31. There are no Sub-Divisions now exclusively in charge of minor irrigation works. These works are being attended to by the jurisdiction or territorial Sub-Divisions dealing with communications and buildings. In view of the proposed bifurcation of functions all along the line as between minor irrigation and communications and buildings, 77 Sub-Divisions may be created for the construction of Minor Irrigation Works and for the maintenance of all irrigation projects. In addition, 18 Sub-Divisions may be created for the investigation of the minor irrigation works. These Investigation Sub-Divisions may function directly under the Executive Engineers in charge of all aspects of minor irrigation, and maintenance of major and medium irrigation works.

73.32. The 4 Sub-Divisions in the Kargal Divisions in the Hydro Electric Construction Projects Zone may be abolished along with the Kargal Division itself. No other changes need be made in the existing set up at the sub-divisional level in this Zone. The total number of Sub-Divisions would get reduced from the existing 90 to 76.

73.33. No changes are required at the sub-divisional level in respect of the Major Irrigation (South) Zone and all the 87 Sub-Divisions may continue.

73.34. So far as the Major Irrigation (North) Zone is concerned the Sub-Divisions functioning under the Quality Control Division at Hidkal may be abolished along with the Division as already indicated above. The two Assistant Engineers working under the Executive Engineer, Quality Control Division may, however, remain with the Executive Engineer. The rest of the 73 Sub-Divisions may continue.

73.35. No changes need be made in respect of the Major Irrigation Investigation Sub-Divisions and all the existing (8 Sub-Divisions) under the 4 Divisions may continue.

73.36. No changes need be made in respect of the Sharavathi Project and all the existing 8 Sub-Divisions may continue.

Designs Organisation

73.37. There are separate designs organisations directly working under each of the Chief Engineers except the Chief Engineer (General). It is recommended that there should be a Central Designs Organisation working under the Chief Engineer (Minor Irrigation and Public Health Engineering) and that it should deal with fundamental research in designs applicable to all the Zones and pass on the results of such experiments and such projects as it undertakes to the concerned Chief Engineers. The Board of Chief Engineers or any Chief Engineer could refer any special problems which they have, to the Designs Organisation and this Organisation must deal with all such matters and give its advice directly to the concerned Chief Engineer or to the Board as the case may be. While the Central Designs Organisation might be able to attend to this work efficiently and effectively, it may become difficult for individual, relatively small, problems to be referred to and handled by this Central Designs Organisation. The Chief Engineers have, therefore, suggested that in addition to the Central Designs Organisation, there should be Designs Organisations attached to each of the Chief Engineers. The Commission agrees with this view and recommends that Designs Organisations might be set up in each Zone under an Executive Engineer who would deal with "Applied Aspects of the Designs". If there are any matters which the Designs Organisation in a Zone considers to be beyond its capacity to handle on account of the limited facilities available with it all such cases may be referred to the Central Designs Organisation which may examine and tender its advice in such cases.

Research Stations

73.38. There is one Research Station at Krishnaraja Sagar, even though it primarily handles matters relating to irrigation, it also deals with other aspects of Engineering. The Superintending Engineer in charge of this Research Station is assisted by requisite subordinate staff at the level of Executive Engineers, Assistant Engineers, Junior Engineers and so on. The station is now under the control of the Chief Engineer, Irrigation (South). The Chief Engineer, Minor Irrigation and Public Health Engineering may be placed in charge of the Research Station. The station may continue to handle the basic and fundamental research as it is now doing. It is not necessary to have such units for research work in each of the Zones excepting perhaps for Field Laboratories in the case of Major Irrigation Projects where matters of a purely local character which require immediate analysis and advice, have to be handled.

Mechanical Organisations

73.39. There is no well equipped Central Mechanical Organisation in the Public Works Department. There are, however, Regional Workshops which are attending to the various items of work required by Departments. It has been recommended in Chapter 9 that there should be well equipped Mechanical Workshops at the Headquarters of each region and Service Stations at the Headquarters of each District to attend to all Government vehicles in their respective areas. These Mechanical Workshops and Service Stations could be placed under

the technical control of the Public Works Department. In the new set up, the Regional Workshop at Bangalore could be treated also as the Central Mechanical Workshop and it could handle matters which with their limited facilities the Regional Workshops would not be able to handle. A Superintending Engineer could be placed in charge of the Central Workshop at Bangalore and Executive Engineers in charge of the Regional Workshops at Mysore, Belgaum and Gulbarga. These Workshops and Service Stations would have to function as Workshops and Service Stations for all Departments and the extent to which the equipment should be provided to them and the staff has to be appointed would have to be worked out in detail after examining the number of vehicles which would have to be attended to in each of these Workshops and Service Stations.

73.40. The question whether there could be a separate cadre of Mechanical Engineers to deal with these items of equipment and machinery was examined. However much these workshops might develop, the total number of officers that they could absorb would be negligible and the officers who are transferred to a separate cadre of Mechanical Engineers will have limited opportunities of promotion. It would, therefore, not be desirable to have a separate cadre for these officers but such of the Mechanical Engineers as are in service or as may be recruited hereafter may be given placements in which they would have adequate opportunities to utilise their knowledge.

Accounts Organisation

73.41. The Accounts Superintendents working in the Public Works Department formerly belonged to the State Accounts Department. As per the recent decision of Government they have been transferred to the control of the Accountant General. Similarly the Accounts Clerks of the Public Works Department who were formerly under the administrative control of the State Accounts Department have been transferred to the control of the Chief Engineers. This arrangement is in consonance with the practice prevailing in most of the other States of India.

73.42. Before the orders transferring the Accounts Superintendents to the control of the Accountant General were issued, the Accounts Superintendents had represented that they should be continued in the State Accounts Department since their transfer to the Accountant General's unit would seriously jeopardise their prospects of promotion. But the Accountant General on the other hand had been pressing for a long time for the transfer of these posts and the persons holding these posts to his administrative control on the ground that it would not be possible for him to discharge his responsibilities for the preparation and compilation of the Public Works Accounts, unless these Accounts Superintendents were under his administrative control. The Accountant General had also expressed a view that a large number of audit objections, and financial and accounts irregularities that were occurring would be minimised and the Divisional Accounts would be better maintained if such control was transferred to him. The matter has been examined and the views of the Board of Chief Engineers were also obtained. It is recommended that as the existing system under which the Accounts Superintendents are transferred to the administrative control of the Accountant General

and the Accounts Clerks to the control of the Chief Engineers is in the best interest of work this system should be continued. It is also recommended that an Accounts Officer in the cadre of Assistant Controllers should be posted to each of the Chief Engineer's offices to supervise the accounts work in the several Divisions under the control of the Chief Engineer.

73.43. It was customary to fill the posts of Accounts Officers in the Public Works Department by taking officers on deputation from the State Accounts Department. But such a deputation would adversely affect the promotional opportunities of the Accounts Clerks, who continue under the control of the Chief Engineers. The gazetted posts of Accounts Officers in the Public Works Department should, therefore, be filled by promotion of such of the Accounts Clerks who pass the qualifying accounts examination. However, the existing system may continue for the present and till such time as a suitable scheme under which these posts could be manned gradually by the officials of the Public Works Accounts Unit by promotion is worked out and implemented.

Pre-Audit

73.44. The system of pre-audit is in force in some of the major projects such as Bhadra, Ghataprabha, etc. This system is under severe criticism by project authorities. The main points against the continuance of pre-audit system are that it results in delays in settlement of Bills of contractors and particularly so in the case of the Divisions which are located far away from the Chief Accounts Office ; further the pre-audit system does not reduce the accounts work of the Executive Engineer inasmuch as he has to prepare the bills, maintain Contractors' Ledger, Register of Works and also compile and submit monthly accounts but in addition to attending to all these items of work which have to be attended to even in the case of post audit, the system of pre-audit throws the additional burden of having to answer the audit objections raised by the Chief Accounts Officer before the Bills are passed for payment ; the Contractor will naturally slow down the progress of works if their bills are not paid and ultimately the progress of works suffers.

73.45. It has also been represented that the present system of pre-audit is not conducive to the exercise of proper financial control or for simplification of accounts work nor is it directed towards securing better progress of works. The Board of Chief Engineers was of the opinion that the present system of pre-audit should not continue any longer as it was not in the interest of speedy execution of works.

73.46. Considering the various aspects of the case it is recommended that the present pre-audit system may be replaced by concurrent post-audit in all major projects. While such a procedure would be free from the defects pointed out above, cases of excess payments, etc., would be immediately detected and brought to the notice of the officers concerned so that matters could be set right immediately.

Architectural Organisation

73.47. The Chief Architect to Government is an officer of the status of a Chief Engineer. He is the Head of the organisation and he is classified as the Head of a Major Department. This office has its head-quarters at Bangalore and it has no field offices.

73.48. The present incumbent was formerly in the Public Works Department and he has now been appointed as the Chief Architect.

73.49. The Cadre and Recruitment Rules have not yet been framed for this Department and all the posts in the Department are filled on more or less an *ad-hoc* basis. It would be necessary to frame Cadre and Recruitment Rules to ensure that the cadre strength and the mode of recruitment are clear and sound. In so far as the post of the Chief Architect is concerned it is suggested that an officer in the cadre of Chief Engineers may be appointed as the Chief, Architect provided that he has the necessary special qualifications in architecture failing which the post may be filled on contract by a person duly qualified for the post. These points may be taken into consideration while framing the Cadre and Recruitment Rules, as they do not arise just now in view of the fact that the present incumbent is duly qualified for his present post and grade.

73.50. This Department is now dealing primarily with the architectural features, designs and drawings of buildings while the structural designs, specifications and detailed working drawings are prepared in the Chief Engineer's designs organisation. The Adviser has suggested that this arrangement might continue and that the Chief Architect might co-ordinate with the Chief Engineer, Designs Organisation and issue fully detailed working drawings and specifications with details of architectural features including service aspects. The Commission considers that this suggestion is reasonable and recommends that action may be taken to give effect to it.

73.51. The Adviser has also suggested that the Chief Architect should tender advice to the Chief Engineer concerned on the architectural treatment of important hydraulic structures executed by the Irrigation Department such as Dams, Power Houses, Barrages, Weirs, etc. The Commission is informed that the Chief Architect is even now attending to these items of work though to a limited extent but in all cases in which his advice is specifically sought. It is added that there are cases in which his advice has not been sought and that it is desirable for Government to lay down instructions that he should be consulted in all such matters. The Commission agrees with this suggestion and recommends that Government may issue standing instructions that the Chief Architect may be consulted while designing not only buildings but also other important structures, in so far as their architectural features are concerned.

73.52. It was represented to the Commission that it would be desirable to create a separate cadre of officers for the unit of the Chief Architect and that the initial constitution of the cadre could be made by taking on deputation from

the Public Works Department officers who have secured the necessary special qualifications in architecture as also by recruiting from the open market candidates both engineers and others who have secured the necessary qualifications in architecture. It was also pointed out that it was not absolutely necessary that engineers alone should work as Architects, that the syllabi for the qualifications in architecture cover basic engineering subjects also and that the engineering knowledge required in architecture would be taught as one of the courses of study for the degrees in architecture which are given by the institutions like the J. J. School of Arts, Bombay and in the special courses that have been introduced recently in the Bangalore University in Architecture. While conceding the point that an Architect need not be a qualified engineer it has to be recognised that this unit is a very small one and that the opportunities for promotion are exceedingly limited. It would, therefore, follow that if a separate cadre is constituted for this Department the persons who enter the Department directly from the open market and the persons working in the Public Works Department who opt for permanent secondment to this Department would not have adequate promotional opportunities and consequently they are likely to give up service under Government and seek their fortunes elsewhere. It would, therefore, be in the interest of both the administration and the individual officers concerned that they should have their permanent liens against posts in a larger department like the Public Works Department and that they should work on deputation in the unit of the Chief Architect. The Commission, therefore, recommends that all the technical posts in this unit may be filled by taking on deputation from the Public Works Department engineers who have had the necessary special qualification in Architecture.

73.53. For the purpose of equation of posts the Deputy Chief Architect may be equated with Executive Engineers, the Assistant Architect may be equated with Assistant Engineers Grade I, the Junior Architects or Architectural Assistants may be equated with the Junior Engineers and Architectural Draughtsman may be equated with the Head Draughtsman of the Public Works Department. Even in regard to the ministerial officers the same difficulty in regard to promotional opportunities would arise. It is, therefore, suggested that all the ministerial posts in this unit may be filled by taking on deputation officials holding corresponding posts in the Public Works Department. The liens of the existing incumbents may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation from that Department to the Office of the Chief Architect to Government.

Constitution of separate cadres for Irrigation and other items of work handled by the Public Works Department

73.54. The Adviser has suggested that there should be specialisation right from the level of the Junior Engineers upwards so that the functions entrusted to the Engineers at different levels could be discharged efficiently and effectively. He has suggested two Departments—one to be in charge of Communications,

Buildings and Public Health Engineering and the other to be in charge of Irrigation (including major, medium and minor irrigation, construction and maintenance and investigation of Hydro Electric Projects and all completed irrigation works). He has also made recommendations in regard to the division of the existing personnel into two different Departments. The Commission, however, considers that it is not necessary to have such bifurcation and such specialisation as might be necessary for the efficient functioning of the Department could be secured by suitable placement of officers with necessary background and experience in each Department. The Commission does not also consider it necessary to have groups of Chief Engineers constituting the two different wings in the Public Works Department. The set up, therefore all along the line, may continue to be what it is now, subject to the observations made in para 73.11 in respect of the subjects to be assigned to each of the Chief Engineers.

73.55. The Commission has made its recommendation in regard to the Career Planning of Officers in Chapter 9. Those recommendations will apply with equal force to the cases of all the Engineers. Various aspects of Engineering are becoming highly specialised and even though all the Engineers might have the basic qualifications required for entry into service, their special knowledge of different aspects of Engineering would have to be taken into consideration in making proper placements. In view of these recommendations, the Commission does not consider it necessary to examine the other suggestions made by the Adviser about the breaking up of the existing personnel into two distinct wings in the Department.

73.56. The Adviser has suggested that it may be desirable not to retain an officer continuously in the Investigation of Projects for more than five years as the type of work that he has to undertake is of an arduous nature and he will be stationed in places which do not commend the normal facilities which are available elsewhere. The Commission agrees with this suggestion and recommends that this aspect of the matter may be borne in mind while effecting transfers, postings and placements of officers.

Public Health Engineering (Water Supply and Sewerage) Schemes.

73.57. The Bangalore Water Supply and Sewerage Board is now executing the Bangalore Water Supply and Sewerage Schemes. The Chief Engineer of the Board is in charge of the execution of these works and he has got the necessary supporting staff under him. The Chief Engineer (General) who is in charge of Minor Irrigation and Public Health Engineering is executing the Water Supply and Sewerage Schemes in the rest of the State. A suggestion was made that it would be advantageous if the Water Supply and Sewerage Schemes throughout the State were to be placed under the control of the Chief Engineer of the Bangalore Water Supply and Sewerage Board by amending the Bangalore Water Supply and Sewerage Board Act, 1964 so as to make it applicable to the entire State. The Bangalore Water Supply and Sewerage Schemes are very large schemes requiring concentrated attention of a senior officer. The Commission has suggested in para 73.12 that an officer in the cadre of Superintending Engineers

might be posted as the Principal Engineer of this Board ; and if his energies were to be frittered away by being required to supervise the works in the various parts of the State, he would not be able to concentrate his whole attention as needed on the Bangalore Schemes. Moreover the Bangalore schemes have been taken up under a special enactment and the Commission does not consider it worthwhile to suggest amendments to the enactment so as to make it applicable to the entire State. Besides such amendments will affect the jurisdiction of other Local Bodies which are now efficiently managing their own water works. In this view the Commission recommends that the existing arrangements for the execution of such works in Bangalore may continue and that the schemes elsewhere may be brought under the control of the Chief Engineer, Minor Irrigation and Public Health Engineering Zone.

Norms of Workload

73.58. The Adviser has indicated in his report various norms of workload for execution of original works, and for maintenance and repairs in respect of Highways, Buildings, Irrigation and Public Health Engineering works. The following is an abstract of the norms of workload suggested by him, in terms of lakhs of rupees per year.

		Divisions		Sub-Divisions	
		Original works.	Maintenance and repairs	Original works.	Maintenance and repairs.
1	Roads	.... 72	50	12	10
2	Buildings	.... 72	30	12	7.5
3	Public Health Engineering Works	.... 40	30	10	7.5
4	Minor Irrigation	.... 40	24	10	6
5	Major and Medium Irrigation Projects :				
	(a) Dams and main canals	.... 50	24	10	6
	(b) Branch Canals Distributaries and Minors	30	24	7.5	6
6	Hydro Electric Construction Works	... 50	....	10	....

He has also suggested that for departmental for execution, the norms of work load may be reduced by 33 1/3 per cent both in the case of original works and in the case of maintenance and repairs.

73.59. The Chief Engineers who were consulted in regard to the norms of workload for constructional and maintenance works have stated that the norms indicated by the Adviser are acceptable to them. The Commission, also considers the proposed norms to be reasonable and recommends their adoption.

Legal Assistant

73.60. The Advisor has suggested the appointment of a Legal Officer of Class II Gazetted Cadre to work as Legal Assistant to the Chief Engineers. Since most of the documents that are to be scrutinised will be in standardised forms scrutinised by the Law Department of the Secretariat, the Commission considers that it is not necessary to create a post of Legal Assistant to the Chief Engineers. If a Law Cell is created in this Department of the Secretariat, as recommended by the Commission, it would be easy for the Chief Engineers also to refer their cases through the Secretariat for advice.

Management of Stores

73.61. Under the present procedure purchases of material of the value of more than Rs. 7,500 are to be made through the Stores Purchase Department except in the case of controlled articles or articles for which there are rate contracts fixed either by the Directorate General of Supplies and Disposals or the States Stores Purchase Department. Most of the Chief Engineers were of the view that this procedure involved undue delays without any corresponding benefits as the Stores Purchase Department was not equipped to deal with the procurement of large quantities of specialised stores required by the Public Works Department. They suggested that this system should be given up forthwith in the interest of efficient and speedy execution of works. On an examination of the various aspects of the case the Commission recommends as follows :—

(1) Purchases may normally be routed through the Stores Purchase Department but since the articles required to be purchased are of a special nature requiring the approval of technical officers, the Secretary of the Board, may be associated with the Director of the Stores Purchase Department in finalising the tenders and in fixing the rate contracts. In Special cases purchases may be made directly on the advice of the Board and with the prior approval of Government.

(2) Powers of purchase of Chief Engineers should be enhanced to Rs. 25,000 for individual articles and to Rs. 2 lakhs in the aggregate for articles in respect of tools and plant, machinery and survey instruments.

73.62. The Departmental Committee to be constituted in the case of purchases of articles of high value as proposed in Chapter 24 dealing with the matters relating to the Stores Purchase Department should in the case of Public Works Department consist of the Secretary to Government, Public Works Department, the Secretary to Government, Finance Department the Director of Stores Purchase, Department and the concerned Chief Engineer.

73.63. It has been represented that there are usually delays in obtaining sanction to the purchase of materials. The Advisor who has examined this question has suggested that annual estimates for the different kinds of Stores that are to be purchased for a particular project might be proposed and sanction thereto obtained from the competent authority ; such a sanction to the detailed estimates should be deemed to be sanction for the purchase of the Stores and

procurement of stores arranged accordingly. By this procedure considerable delays in obtaining sanction to the purchases would be avoided. The Commission recommends that this procedure may be adopted.

73.64. The suggestions made by the Advisor in Chapter XVI of his report in regard to the proper management of Stores and proper maintenance of Stores Accounts are in order and may be implemented.

Agency for construction

73.65. At present heavy earthmoving equipments and machinery are sometimes hired out to contractors for the execution of the works entrusted to them. These machines are operated by the Department and hire charges are recovered from the contractors. Usually the type of works executed by heavy earth moving equipment are Earthen Dams, Canal Embankments, etc., which involve huge amount of earth work to be handled by machinery. The Commission is of the view that when the Department owns, maintains and operates the machines for the execution of the works there is no point in recovering the hire charges from the contractors and paying the amounts back to them with the addition of profit. As suggested by the Advisor the Commission considers that in all cases of earthen dams and canal embankments where heavy earth moving equipment is to be used and Government own such equipment they should get the works executed departmentally and discontinue the existing practice of hiring out heavy earth moving machinery to contractors.

73.66. If in any case it becomes absolutely necessary to operate departmental machines for the contractors then the basis of recovery of hire charges from them should be the quantity of work executed and not the number of hours or days of operation as is now being done since it is represented that some of the contractors are paying hire charges on the basis of the standard hours but are getting the works executed for longer periods clandestinely and retaining the profits.

73.67. With regard to execution of other works, the existing arrangement for entrusting works on contract on the basis of lowest tenders may be continued.

Quality Control

73.68. Control of the quality of works under execution whether executed through Contractors or by Departmental agency would be achieved mainly by strict and detailed supervision at each stage of construction to ensure that the works are being carried out strictly according to the specifications. In the case of works which are highly or partly mechanised the extent of supervision could be minimised by adequate quality control but where mechanisation is not resorted to, supervision has to be tighter. The recommendations of the Adviser with regard to quality control are contained in Chapter XVII 'Agency for Construction'. Some of his principal recommendations are that a quality control unit should be in charge of an Executive Engineer in the case of major works costing more than Rs. 10 crores and that there should be a properly equipped testing laboratory at

the site of work ; for smaller works also, there should be some arrangement for testing the quality of work executed.

73.69. In predominantly maintenance Divisions, there could be a small laboratory at the headquarters managed by a Junior Engineer and he should be able to collect and carry out tests of samples in respect of any important construction work in the Division.

73.70. It has also been suggested that a concrete testing laboratory for each Division, could be set up in Divisions where there is considerable building activity.

73.71. The Adviser has suggested that a Central Quality Control Organisation is not necessary for the Public Works Department. The Commission agrees with the recommendations of the Adviser in this regard and suggests that action may be taken accordingly.

Simplification of the Public Works Department Accounts Code

73.72. It has been represented that the Public Works Department Accounts Code requires simplification to shorten procedural formalities and reduce avoidable delays. The Adviser has suggested that a Committee consisting of the Chief Engineer, the Secretary, Public Works Department, the Secretary, Finance Department and a representative of the Accountant General might be set up to examine the question of simplification of the Public Works Department Accounts Code and to make suitable recommendations in this behalf.

73.73. The Accounts Code would have to be clear, simple and capable of being understood and followed by all the officers who have to maintain accounts ; it should at the same time ensure that the public funds spent by the Department are utilised properly and are accounted for fully. The Commission recommends that a revised Code may be drafted by the Board of Chief Engineers and that the Controller State Accounts Department or his representative may be associated with the Board in this work ; the draft revised code may be scrutinised by the Committee as suggested by the Adviser and orders of Government obtained.

Irrigation Management

73.74. The question whether the officers of the Public Works Department should be in over all charge of the assessment and collection of irrigation revenues was examined in consultation with the Chief Engineers. The Chief Engineers were unanimously of the view that while the responsibility for the assessment of the irrigation dues could be placed fairly on the Department, it should be the responsibility of the Revenue Department to collect these amounts. It would be necessary for the proper irrigation management and for booking the demand to have field officials who should be in a position to determine the areas to which water was made available, the areas in which water was actually utilised, the crop or crops raised by utilising the water and then to assess the dues. As special staff has necessarily to be appointed for this purpose and as such special staff has to determine the assessment on the basis of actual field to field inspection, such staff

would naturally be in intimate contact with the cultivators and excepting in difficult cases, it should be in a position also to recover the amounts due from such cultivators to Government. It is, therefore, recommended that the officers of the Public Works Department may be made fully responsible not only for drawing up the demand statements but also for maintaining necessary registers and for recovering such amounts as could be recovered without resorting to coercive processes. They can refer to the Revenue Officers only such cases in which they cannot themselves effect recovery by issue of certificates of demand. The Revenue Officers may maintain separate Registers for registering the demand certificates and for noting the recoveries made.

73.75. It has been represented to the Commission by various witnesses that while efforts are being made to create more and more irrigation assets, the existing assets are not receiving their due attention, and are therefore, deteriorating over time ; it has been also suggested to the Commission that Government should make adequate provision for the proper up-keep and maintenance of the existing irrigation works and that adequate personnel should be posted for looking after them. In so far as the former aspect of the matter is concerned, the Commission recommends that the Board of Chief Engineers may be asked to go into the question of the Maintenance Grants that should be provided for the maintenance of the existing assets and determine separately the maintenance grants to be given for the head-works and for the channels and distributories, prescribing suitable and distinct norms for both these purposes. The first charge on the irrigation Budget should be the money required for the maintenance of the existing assets and only the moneys that are left over should be utilised for creating fresh assets. If Government can ensure that this is done systematically they would be not only ensuring the unkeep and maintenance of the existing assets but would also avoid the risk of having to spend huge amounts for restoration to the required standard the existing irrigation works after they have deteriorated to a point at which normal maintenance would not be adequate.

73.76. The staff as recommended in Paras 73.23 to 73.26 and 73.31 regarding the "Organisation and Constitution" of the Sub-Divisions and Divisions in the Minor Irrigation Zone would be adequate for this purpose and no special or separate arrangements need be made for securing the proper upkeep and maintenance of the existing assets.

Maintenance and upkeep of other assets already created

73.77. Matters relating to the maintenance and upkeep of "irrigation assets" have been dealt with in the preceding paragraphs. These observations apply with equal force to assets created in other sectors like Communications, Buildings and Public Health Engineering Works. The Commission recommends that Government may get the matter examined by the Board of Chief Engineers and see that the maintenance grants to be given for the various kinds of Public Works are determined and that such grants are given the highest priority.

73.78. The Commission also suggests that the following priorities may be observed in the allotment and utilisation of the funds placed at the disposal of the Public Works Department.

- (1) Proper maintenance of all assets already created,
- (2) Completion of works in progress,
- (3) Fresh works only to the extent to which money is available undertaking works on which maximum possible progress could be secured during the financial year.

In other words, Government may determine the total amount that would be available for being given to the Public Works Department for being utilised for the various purposes mentioned above and in the order of priority indicated, and allot funds on this basis, the last priority being given to the additional assets to be created ; and even in this category the number of additional assets being limited consistent with the funds that could be utilised to the maximum advantage and for securing the maximum progress in a year. The Commission has made this recommendation particularly in view of the fact that if the existing assets were to be allowed to deteriorate the expenditure to be incurred by Government on restoring them to a reasonably good condition if not to the original condition might be exorbitant after some time and it might be a wise policy to see that these assets are maintained properly. Secondly, if Government were to spend whatever money they can spare for the purpose over a large number of works resulting in limited progress on each of them, it would mean that the works will be completed only after the lapse of several years and during the entire period not only would the money spent get locked up in the sense that the assets cannot be utilised but Government would have to pay interest on the money that they have borrowed for expenditure on the works long before the assets start yielding benefits. The total expenditure on works would unduly rise without any corresponding benefits either to the beneficiaries under the project or to the State.

Preparation of precise estimates for Major and Medium Irrigation Works.

73.79. It has been brought to the notice of the Commission that quite often Government accord administrative sanction to estimates for major and medium irrigation works on the basis of the material placed before them by the Chief Engineers concerned, that these estimates get revised, on occasions more than once, and that the total expenditure which Government would ultimately have to incur would be very much more than what they would have anticipated at the time of according administrative approval to the execution of the work concerned.

73.80. The question as to why the estimates get revised, some times once and some times oftener was examined by the Commission in consultation with the Chief Engineers. The Commission was given to understand that normally in any major or medium irrigation project, a more or less precise estimate of the expenditure could be obtained only after the preparation of (a) the preliminary

report, (b) the project report, (c) the detailed project report and (d) the working project report ; that the working project report would entail considerable expenditure as detailed investigation would have to be undertaken and that it would take quite a long time for it to be prepared ; that to avoid delay in obtaining sanction to the works, proposals are submitted to Government on the basis of either the first two Reports or at the best on the basis of the first three Reports and after the administrative approval is accorded the works are taken in hand and parallelly the working project reports are prepared.

73.81. While the Commission appreciates the point that there is likelihood of delay and substantial expenditure has to be incurred in preparing the working project report, it would be worthwhile for such reports to be prepared and placed before Government so that they could take a decision, with a complete knowledge of the financial implications on whether the particular scheme should be proceeded with or not. It is, therefore, suggested that in future Government might give preliminary administrative approval to the Scheme after going through the preliminary, the project and the detailed project reports, that such preliminary administrative approval may be treated as sanction for preparation of the working project reports and that after the working project reports are prepared and submitted to Government, they might accord the final administrative approval to the Scheme only if they consider it to be feasible, after taking into consideration the total expenditure estimated to be incurred thereon.

Schedule of Rates

73.82. The Adviser has suggested that realistic schedules of rates should be worked out on the basis of standard data and that detailed and workable specifications for different items of work should be standardised and published for the use of the departmental staff and contractors. The Commission agrees with this view and recommends that the Board of Chief Engineers may be asked to take necessary action to prepare the initial schedules and specifications urgently and to revise them annually. The estimates prepared by the Department for works and the tenders submitted by the contractors should have reference to these rates. Every estimate should provide for "escalation" with reference to the general trend of prices of articles and wages of labour as obtaining at the time the estimates are prepared and the probable variations over the time required for the execution of the works covered by such estimates. Every tender should provide for the rates being quoted subject to variations in accordance with the "escalation clause" which should be spelt out clearly so that a realistic idea of the expenditure to be incurred could be had by Government, the Department and the Contractors.

Land Acquisition

73.83. Government in the Revenue Department issued instructions in their official memorandum No. RDH 184 LQM 63, dated 12th July 1963 about the steps to be taken to ensure that the proceedings for acquisition of lands, required for irrigation and other projects undertaken by the Public Works Department are

attended to expeditiously. The Advisor has pointed out that it has not been possible for the acquisition proceedings to be attended to as expeditiously as would be both desirable and necessary in the interests of the execution of projects. The difficulty in implementing the instructions of Government appear to be partly due to some difficulties inherent in the system itself, partly due to their faulty implementation in the field and partly due to the difficulties indicated by the Advisor, *viz.*, (1) some of the Land Acquisition Officers are not competent and experienced men ; (2) the powers of Deputy Commissioners are not vested in the Assistant Commissioners appointed as Special Land Acquisition Officers automatically and such powers have to be vested in them in each case ; (3) the progress of work is not reviewed regularly and the difficulties in the way of expeditious disposal of cases are not being examined and suitable solutions found for those problems.

73.84. The Commission agrees that it would be necessary to post senior and experienced officers as Special Land Acquisition Officers for the acquisition of lands required for Major Irrigation and Medium Irrigation Projects and the work done by them should be reviewed periodically with a view to remove the bottlenecks found in the way of expeditious progress of the work.

73.85. As the Land Acquisition Act now stands, it may not be possible to vest in the Special Land Acquisition Officers the powers of the Deputy Commissioners generally and it may be necessary to vest such powers in them in respect of each case. It is suggested that the Act may be amended suitably so that wherever a Special Land Acquisition Officer is appointed for a Project he is automatically vested with the powers of the Deputy Commissioner under the Act.

73.86. The Adviser has suggested that Special Land Acquisition Officers may be attached to each Superintending Engineers' Circle, for dealing with Land Acquisition cases relating to Minor Irrigation and Road Works. The Commission does not consider it necessary to have such Special Land Acquisition Officers as all these works will not be located in any concentrated area and it should be possible for the jurisdiction Sub-Division Officers of the Revenue Department to attend to this work.

73.87. The Adviser has suggested that Revenue Surveyors should be posted invariably to all project Divisions for preparing land plans and schedules. The Commission agrees with this suggestion and recommends that action should be taken accordingly. The Adviser has suggested that a training class might be held for Clerks of the Revenue Department who deal with Land Acquisition Cases. The Commission, however, considers that the general training that has been recommended separately for officials in each Department should be adequate and that no special training classes need be established only for giving specialised training in land acquisition work to the Clerks of the Revenue Department.

73.88. It has been suggested by the Adviser that there should be a Special Land Acquisition Cell in the Public Works Department at the Secretariat. According to the present arrangements a Special Cell for dealing with Land Acquisition

cases pertaining to all administrative departments is located in the Revenue Department of the Secretariat and the Commission considers that this arrangement is working satisfactorily and may be continued.

73.89. The Advisor has suggested that there should be a Special Cell in the Government Press to expediate the printing and publication of Notifications pertaining to Land Acquisition Cases. The Commission considers that it is not necessary to have such a cell and that it would be adequate if the Special Cell in the Revenue Department and the Compiler *Mysore Gazette* come to a working arrangements under which the Notifications requiring publication urgently are handled on a priority basis in the Press.

73.90. The Provisions contained in the Government Order dated 12th July 1963 are clear and unambiguous. It is the duty of all concerned to ensure that possession of the lands required for projects is taken strictly in conformity with the provisions contained in that order so that the works are not held up on account of delays in the acquisition of land.

73.91. It would be very good indeed if the Public Works Department could prepare a schedule indicating the lands required for each stage of the work and the probable date by which they are so required and give the schedule to the Land Acquisition Officers at the commencement of the preliminary works; such a course would enable the Land Acquisition Officers to organise their work in such a way that they could observe all the formalities, take possession of the lands from their owners and hand them over to the concerned officers of the Public Works Department as and when the execution of works reaches a specific stage. The Commission considers that even though it may not be practicable to prepare a precise schedule of this nature it should be possible to draw up a more or less approximately correct schedule and that it is necessary to do so in all such cases particularly in view of the fact that in cases in which possession of the land is taken in advance of the completion of the Land Acquisition proceedings Government would be put to considerable expenditure by way of crop compensation and the rent or the lease amount to be paid for the lands.

Major Irrigation Projects Control Board

73.92. Government have constituted a Control Board as an Advisory Body in respect of Major Irrigation Projects. This Board consists of the Minister concerned as the Chairman and Chief Engineers and retired Chief Engineers as members. It was represented to the Commission that it was not necessary to have any retired Chief Engineer as a member of this Board as it is primarily an Administrative Body, the decisions of which are implemented without further examination and that it should be adequate if in-service Chief Engineers are appointed as members of the Board. The Commission considers that there can be no objection to retired Chief Engineers being members of the Board which is only an Advisory Body and Government would have the benefit of the

experience and advice of the retired Chief Engineers in considering important issues relating to the projects under construction.

Allotment of Government vehicles to the Officers of the Public Works Department

73.93. The Commission considers that the general recommendations made in Chapter 9 about forming pools of Government Vehicles from which officers of the various Departments might secure the vehicles that are required for their official purposes could apply *mutatis mutandis* to the officers of the Public Works Department in the Communications and Buildings Zone and in the Maintenance Divisions in charge of Minor Irrigation Projects. The situation would be slightly different in the case of the Major Irrigation Zone, the maintenance Divisions in charge of major and medium irrigation projects and the officers engaged on the investigation of new irrigation projects. Pools of vehicles could be formed in the case of the headworks of Major and Medium Irrigation Projects where large number of officers would be working and only a few of them would require vehicles at any given time and the vehicles in the pools might be kept under the senior-most officer at the headquarters for being allotted to individual officers. In the case of other officers, however, who require vehicles almost continuously for their day-to-day work or in the alternative where the headquarters are in isolated places at which other Government vehicles may not be available, it would be necessary to give vehicles as at present for individual officers.

73.94. The general recommendations made in Chapter 9 regarding the Maintenance Workshops and the Service Stations would, however, apply in the case of the vehicles with the officers of the Public Works Department also and these vehicles may be sent for repairs and servicing to the general Workshops and Service Stations.

Basic Engineering Education and In-service Training

73.95 The Adviser has suggested that the intake of students to the Engineering Colleges and Institutions awarding diploma in Engineering might be reduced to half the present strength, as the supply of Engineering personnel is far in excess of the demand. He has also suggested that the Engineering Colleges and Institutions might take up refresher courses in suitable subjects for the in-service personnel.

73.96. It was represented on behalf of the Department that even though there might be surplus of persons who have acquired the Engineering qualification this is only a temporary phase, that these persons are likely to get suitable employment in the private sector and the mere fact that opportunities for employment under Government are limited should not lead to a reduction in the number of persons who are trained as Engineers.

73.97. Judging from the situation in the country to-day the persons who have secured degrees in Engineering have not been able to secure employ-

ment either under Government or in the private sector. If year after year the number of unemployed Engineers were to increase it would indeed be very unfortunate. It is possible that with the development of the economy there might be need for more Engineers than at present, but there is a limit up to which the "job opportunities" could be expanded. A realistic view of the situation should, therefore, be taken and the number of persons who are trained as Engineers should bear a reasonable proportion to the "job opportunities" that can be created for them. In this view the Commission agrees with the suggestion of the Adviser that the in-take in the Engineering Colleges and Institutions conferring Diploma should be reduced and recommends that action may be taken accordingly. It may be added in this context that steps have already been taken in this direction by Government by reducing the authorised strength of the Engineering Colleges in the State and this process may have to go on by stages for a few more years till the situation is stabilised and persons with the Engineering qualification are able to secure suitable employment.

73.98. The direct consequences of reducing the intake capacity of the Engineering Colleges and other similar Institutions would be to create idle capacity in the Institutions. It is a common complaint that officers generally and technical officers particularly are not given adequate opportunities to keep abreast of the developments in the fields of their specialised activity and that very often an officer who had specialised in a particular subject on the basis of research and development as at the time he was a student is not able to acquaint himself and be in touch with the developments that have taken place in the field subsequently. It would be advantageous to utilise the idle capacity in the Engineering Colleges and other Institutions of a like nature by organising refresher courses for the in-service officers so that persons who have put in service of 10-15 or 20 years may go back to the Colleges for short term courses. The syllabi for such courses could be worked out very carefully by the Universities and the Department of Technical Education in consultation with the Board of Chief Engineers. During the period when they are on such courses of study the officers concerned would have to be treated as on duty and after they complete such training they should be posted to charges in which they would be able to utilise the specialised knowledge which they so acquire.

73.99. The Adviser has suggested that the Departmental examination in Engineering subjects and accounts should be revived for Assistant Engineers, Junior Engineers and Supervisors. The Commission accepts the suggestions and recommends that action may be taken accordingly. The Adviser has also suggested that the officers of the Department should be deputed to go abroad when suitable opportunities arise or at least to go round other projects within the country but out-side the State. The Commission commends the latter suggestion for acceptance of Government and suggests that they should make arrangements for officers forming a study team to go out-side the State to observe and study projects of the type which they are required to plan and execute within the State.

73.100. Opportunities arise now and then for sending officers of the Public Works Department to Central Organisations like the Central Public Works Department and the Central Water and Power Commission. Full advantage should be taken of such opportunities and the officers who are either asked for or who are fit and competent should be deputed to such Bodies as the experience they gain there could be utilised to the advantage of the State on their return from such deputation.

Water Utilisation of Inter-State Rivers

73.101. The Adviser has suggested that in order to maintain continuity in regard to the studies that have been undertaken about the Inter-State Rivers namely, the Krishna, the Godavari and the Cauvery, it would be desirable to have a small cell located in Bangalore with a Superintending Engineer and two Assistant Engineers with the requisite subordinate staff, that the cell might be attached to one of the Chief Engineers of the Irrigation Department whose Headquarters might be at Bangalore preferably in charge of the Chief Engineer, Central Designs Organisation if such a post is created.

73.102. The Commission agrees with the principle that it is both necessary and desirable in the interest of the State that a continuous and thorough study should be made of the rights of the State in the Waters of the Inter-State Rivers. Such studies have, however, been made already and such studies have to be undertaken continuously even in future. This unit may be placed under the control of the Chief Engineer, Minor Irrigation and Public Health Engineering Zone.

Chief Engineers and Secretariat functions

73.103. The Commission has examined in Chapter 3 the desirability, feasibility and merits and demerits of appointing Technocrats as Officers in the Secretariat and has recommended as a general proposition that it may not be worthwhile wasting the talents of the Technocrats by asking them to attend to Secretariat duties.

73.104. While the general proposition would apply to all the Departments, the question whether there are special circumstances in regard to the Public Works Department which would justify a departure from this general principle, was examined in consultation with the Chief Engineers and the in-charge Secretary to Government, Public Works Department. The consensus of opinion of the technical officers was that every Chief Engineer should be treated as a Technical Secretary to Government in respect of those subjects which he deals with as Chief Engineer and that it would not be desirable to have one of them as a whole time Secretary to Government. The impression which the Commission gained was that the Chief Engineers considered it unnecessary for another authority to scrutinise their proposals and that it was in this view that they were not in favour of one of the Chief Engineers being appointed whole time as Secretary to Government just as they were also not in favour of having a single Engineer-in-Chief, the others being designated as Additional Chief Engineers.

73.105. In the context of the organisation of the Secretariat it would be inappropriate to have a large number of officers having Secretarial status and functioning as part-time Secretaries. The Chief Engineers have to spend most of their time in the Field for supervising and giving instructions in regard to the execution of works. Officers of this level should be able, with the experience which they have gained, to ensure that all the works are executed strictly in accordance with the accepted principles of engineering and they should be available for advice and guidance which the field officers might require at their hands. If they are appointed as Secretaries to Government they would naturally have to spend a considerable amount of time at the Headquarters and probably in the Secretariat itself and this would not be conducive to efficiency. The Commission, therefore, recommends that the existing arrangement under which a Chief Engineer is functioning as a Joint Secretary to Government in the Public Works Department may, however, continue with the modification that he might be designated as Additional Secretary, given a specific block of work and enabled to function as effectively as any "Administrative" Additional Secretary in the Secretariat as recommended in Chapter 47.

73.106. The general recommendation which the Commission has made in Chapter 3 in respect of the relationship that should subsist between the Administrative Secretary and the Technocrats who are Heads of Departments and as between the Ministers and Heads of Departments should be scrupulously adhered to by all concerned in order to see that the Chief Engineers are not left with the feeling that their views are either not being considered by or adequately represented before the Government while taking decisions on matters of policy.

Cadre and Recruitment Rules and Scales of Pay *General*

73.107. The Adviser has suggested that the following cadres might be constituted in the Public Works Department in future :

1. Chief Engineers
2. Superintending Engineers
3. Executive Engineers
4. Assistant Executive Engineers
5. Assistant Engineers
6. Junior Assistant Engineers
7. Supervisors.

His other suggestions are there should be two distinct cadres—one for Irrigation and the other for all other items of work handled by the Public Works Department, initial constitution of these two cadres might be done over time by having direct recruitment to each of the cadres separately but for the present, the two cadres could be combined, placements made in accordance with the background, training and specialisation of each individual officer ; there could be direct recruitment at the level of Assistant Executive Engineers, Junior Assistant

Engineers and Supervisors; recruitment to the level of Assistant Executive Engineers and Junior Assistant Engineers may be made on the result of a competitive examination to be held by the Public Service Commission conducted on the lines of the examination held for the Indian Railway Service of Engineers and likely to be held for the proposed Indian Service of Engineers; persons getting the first three ranks every year may be appointed as Assistant Executive Engineers and the persons getting the next few ranks may be appointed as Junior Assistant Engineers and such of those who get lower ranks but who have secured a pass in the examination may, to the extent required, be appointed to the cadre of Supervisors, provided that they are willing to join this cadre on the same scale of pay and in a common cadre with the Supervisors, subject however, to the condition that they would get six advance increments in such scale.

73.108. The Government of India have already taken preliminary steps regarding the constitution of the Indian Service of Engineers and when the cadre is actually constituted there would be direct recruitment to the cadre of Assistant Executive Engineers. The Commission does not, therefore, consider it necessary to constitute such a cadre within the State Service for the present.

73.109. It has been represented on behalf of ministerial staff of the Department that promotional opportunities available to the staff at various levels are inadequate and that they should be improved. It is not possible to create posts in the higher cadres only to provide promotional opportunities for officials in the lower cadres since the quantum of work and the nature of responsibility are determinative of the number of posts to be created at the various levels and not the sufficiency of opportunities of promotion to the persons working in lower cadres. Pending detailed time and motion study by the Department of Administrative reforms, the Commission recommends that existing pattern of establishment may continue at the various levels in the Department. The total number of posts in each cadre, the existing and the proposed modes of recruitment and the existing and the proposed scales of pay in respect of each of these cadres are indicated in the succeeding paragraphs.

73.110. The existing Cadre and Recruitment Rules of the Department were issued in the year 1960. Subsequently large numbers of posts have been sanctioned. There are about 70 categories of posts for which neither the cadre strength nor the modes of recruitment have been prescribed. The actual sanctioned strength of the posts was not made available to the Commission and in the absence of this information, the figures indicated in brackets in the subsequent paragraphs represent the working strength as furnished by the Chief Engineers of the various zones.

73.111. It is understood that the Department has not submitted proposals to Government to amend or to revise the existing Cadre and Recruitment Rules with reference to the temporary posts subsequently sanctioned. The office of the Chief Engineer (Communications and Buildings) which is the co-ordinating office on all establishment matters, has not apparently been able to secure the details

from the various zonal offices. The Commission considers this to be a very unhappy position and emphasises the urgent need to rectify the position.

73.112. The Commission has already suggested in para 73.9 that a Board of Chief Engineers might be constituted on a formal footing and that this Board might be entrusted with certain common functions including the management of personnel of the entire Department. In addition to the Secretary as already suggested in para 73.9, the Board may also have an Administrative Officer (as in the case of the Directorate of Health and Family Planning Services), of sufficient experience on deputation from the Indian Administrative Service or the Mysore Administrative Service. While the Secretary who will be of the status of a Superintending Engineer, may assist the Board in all technical matters, the Administrative Officer may be in charge of administration (establishment matters) of the entire Department. The Board may review the position and take necessary action to propose to Government any changes or revision in the Cadre and Recruitment Rules of the Department.

73.113. The Board may also undertake a "Time and Motion" study and fix the norms of work for the ministerial staff of the entire Department. The Board may allot the personnel to the various offices of the Chief Engineers on the basis of the norms so fixed.

73.114. All proposals in future for the creation of Additional posts may be sent through the Board which should examine such proposals in consultation with the Administrative Officer with reference to the Cadre and Recruitment Rules and the surplus personnel available in the other zones and make suitable adjustments where possible and put up proposals to Government only where necessary.

Chief Engineers : (10) (Rs. 1,300—50—1,800)

73.115. The total number of Chief Engineers in the State is 10 including the Chief Architect. According to the Rules of Recruitment, the Chief Engineers may be appointed by promotion by selection from the cadre of Superintending Engineers. This mode of recruitment may be retained. It has been suggested in para 73.49 that the post of Chief Architect may be filled by transfer of an officer from the cadre of chief Engineers, provided that he has the necessary special qualifications in Architecture or by appointment on contract of a person duly qualified for the post. The Rules of Recruitment in respect of this post may be framed accordingly.

73.116. The scale of pay for these posts is Rs. 1,300—50—1,800. The Adviser has suggested that the Chief Engineers should have parity with Divisional Commissioners but that as the latter category of posts are in the Indian Administrative Service with much higher pay, the scales of pay for Chief Engineers might be the same as in the Public Works Department of Uttar Pradesh. The scales of pay for the officers of any Department of the State Government should have suitable relativities with posts in other Departments in this State and not with similar posts in other States or with the posts in the All India or Central Services.

The scales of pay for all the posts in the Public Works Department have been recommended on this basis. The Commission considers that the scale of pay for the posts of Chief Engineers may be Rs. 1,300—60—1,600—50—1,800.

73.117. The Commission has suggested generally that in such cases 10 per cent of the posts might be in the Selection Grade. In view of the fact that the number of Chief Engineers is small the Commission specifically suggests that one post of Chief Engineer may be in the Selection Grade in the scale of pay of Rs. 1,800—100—2,000.

Superintending Engineers (36) (Rs. 900—40—1,100—50—1,300)

73.118. According to the Rules of Recruitment, these posts are to be filled by promotion by selection of officers from the cadre of Executive Engineers. The existing mode of recruitment may be continued.

73.119. The Commission recommends that the scale of pay for these posts may be fixed as Rs. 1,100—50—1,300—60—1,600.

Security Officer (1) (Rs. 740—40—1,100—50/2—1,250—50—1,300)

Senior time scale of the Indian Police Service.

73.120. The post is at present held by an officer in the senior time scale of the Indian Police Service. This arrangement may be continued and the Rules of Recruitment may be framed accordingly.

73.121. The officer may draw his pay in the time scale applicable to the officers in the senior time scale of the Indian Police Service.

Executive Engineers (183) (Rs. 600—40—1,000)

73.122. Under the Rules of Recruitment, as amended in 1963, 96 per cent of these posts are to be filled by promotion from the cadre of Assistant Engineers (Division I) and 4 per cent by promotion from the cadre of Assistant Engineers (Division II). These modes of Recruitment may be retained.

73.123. The scale of pay for these posts may be fixed as Rs. 700—40—900—50—1,200.

Deputy Chief Architect : (1) (Rs. 600—40—1,000)

73.124. As suggested in para 73.53 this post may be equated with that of an Executive Engineer and filled by taking on deputation an Executive Engineer who has the necessary special qualifications in Architecture. If none is available, the post may be filled by direct recruitment, the prescribed qualifications being those for an Executive Engineer. The Rules of Recruitment may be framed accordingly.

73.125. The scale of pay for this post may be the same as for Executive Engineers.

Research Officer : (1) (Rs. 600—40—1,000)

73.126. This post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by transfer of an Executive Engineer with the requisite qualifications, or by promotion from the cadre of Assistant Research Officer, if suitably qualified or if neither modes of recruitment is possible by direct recruitment on contract of a person who has passed the B.E. Examination and has ten years of experience in research work.

73.127. The scale of pay for this post may be the same as for Executive Engineers.

Chief Accounts Officers : (3) (Rs. 600—40—1,000)

73.128. According to the Rules of Recruitment these posts are to be filled by taking on deputation officers from the State Accounts Department. The existing mode of recruitment may be continued.

73.129. The scale of pay for these posts may be the same as for officers holding corresponding posts in the State Accounts Department.

General Assistant : (1) (Rs. 350—25—650—30—800)

73.130. There is one General Assistant in the cadre of Assistant Commissioners taken on deputation from amongst officers in the Junior time scale of the Mysore Administrative Service (Class I) in the office of the Chief Engineer (Communications and Buildings). He is in immediate charge of the establishment work. The Adviser has suggested that this post might be abolished. This suggestion is in consonance with the recommendations of the Commission made in Chapter 4. The Commission accordingly recommends that this post may be abolished.

Assistant Accounts Officers : (6) (Rs. 350—25—650—30—800)

73.131. Under the Rules of Recruitment, these posts are to be filled by taking on deputation officers from the State Accounts Department. This mode of recruitment may be retained.

73.132. The scale of pay for these posts may be the same as for officers holding corresponding posts in the State Accounts Department.

Senior Geologist : (1) (Rs. 350—25—650—30—800)

73.133. This post has not been included in the existing Cadre and Recruitment Rules. It may be filled by taking on deputation an officer holding a corresponding post from the Department of Mines and Geology. The Rules of Recruitment may be framed accordingly.

73.134. The scale of pay for this post may be the same as for corresponding posts in the Department of Mines and Geology.

Assistant Engineers : (792) (Rs. 300—25—550—30—700)

73.135. According to the Rules of Recruitment as amended in 1963, Government have constituted two categories of Assistant Engineers Division I and Division II. 33½ per cent of the posts of Assistant Engineers (Division I) are to be filled by direct recruitment of graduates in Engineering and 66½ per cent by promotion from the cadre of Junior Engineers. The posts of Assistant Engineers Division II are to be filled by promotion from among Supervisors and Draughtsmen in the ratio of 8:1. The Commission, however, understands that these Rules have not been given effect to so far and that promotions are not being ordered from the Cadre of Junior Engineers, Supervisors and Draughtsmen on the basis of these Rules. According to the Cadre and Recruitment Rules as amended in 1963, there are 619 posts of Assistant Engineers in Division I and 70 posts of Assistant Engineers in Division II as against 2,044 posts of Junior Engineers, 2,158 posts of Supervisors and 874 posts of Draughtsmen. The Commission considers that this arrangement is satisfactory and provides adequate opportunity to the Junior Engineers, Supervisors and Draughtsmen to get promoted to the higher cadres, keeping in view the length of service put in by the officers in each of the categories. The Commission recommends that these Rules may be given effect to forthwith.

73.136. In view of the suggestions made in subsequent paragraphs, the modes of recruitment to the posts of Assistant Engineers may be revised as follows :—

33½ per cent of the posts of Assistant Engineers (Division I) may be filled by direct recruitment of graduates in Engineering and 66½ per cent by promotion from the cadre of Junior Assistant Engineers. The posts of Assistant Engineers (Division II) may be filled by promotion from among the (i) Supervisors (Selection Grade) and (ii) Head Draughtsmen Grade I in the ratio of 8 : 1.

73.137. It was represented that the Assistant Engineers should be treated as Class I (Junior Scale) officers. The Commission considers their request to be reasonable and recommends that the Assistant Engineers may be treated as Officers in Class I (Junior) Scale and that the scale of pay for these posts may be revised as Rs. 350—25—600—30—780—EB—40—900.

Assistant Architects : (4) (Rs. 300—25—550—30—700)

73.138. These posts may be equated with those of Assistant Engineers, as suggested in para 73.53 and may be filled by taking on deputation Assistant Engineers who have the requisite qualifications in Architecture. The Rules of Recruitment may be framed accordingly.

73.139. The scale of pay for these posts may be same as for Assistant Engineers.

Geologist : (1) (Rs. 300—25—550—30—700)

73.140. This post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by taking on deputation an officer

holding a corresponding post from the Department of Mines and Geology. The Rules of Recruitment may be framed accordingly.

73.141. The scale of pay for this post may be the same as for officers holding corresponding posts in the Department of Mines and Geology.

Assistant Research Officers : (Number of posts not available)

(Rs. 300—25—550—30—700)

73.142. These posts have not been included in the Cadre and Recruitment Rules. They may either be filled by transfer of officers from the cadre of Assistant Engineers with the requisite qualifications or by direct recruitment of candidates who have passed the B.E. Examination and have experience of not less than five years in research work. The Rules of Recruitment may be framed accordingly.

73.143. The scale of pay for these posts may be the same as for Assistant Engineers.

Health Officer : (1) (Rs. 300—25—550—30—700)

73.144. This post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by taking on deputation an officer in the cadre of Assistant Surgeon-cum-Class II Health Officer from the Department of Health and Family Planning Services. The Rules of Recruitment may be framed accordingly.

73.145. The scale of pay for this post may be the same as for corresponding posts in the Department of Health and Family Planning Services.

Registrars : (19) (Rs. 250—20—350—25—500)

73.146. According to the existing Rules of Recruitment, 50 per cent of the posts are to be filled by taking on deputation officers of the Mysore Administrative Service Class II or Section Officers of the Mysore Government Secretariat Service and the rest by promotion from the Cadre of Managers. The Commission recommends that the latter mode of recruitment only need be retained and that the other mode of recruitment may be deleted.

73.147. The Advisor has suggested that there may be two grades of Registrars, Grade I and II and that both these grades may be gazetted.

73.148. These posts are in the scale of pay of Rs. 250—20—350—25—500 and they are the Chief Ministerial Heads working in the offices of the Chief Engineers and Superintending Engineers. The Commission has recommended in Chapter 4 that the Chief Ministerial officers in the offices of the Heads of Major Departments should be in Class II and should be designated as Headquarters Assistants and that the Chief Ministerial officers in the offices of the next level in the Major Departments should be in the scale of pay of Rs. 250—10—300—15—420—EB—20—500 and should be designated as Managers. In conformity with these recommendations, the Commission suggests that the designation of the present Registrars in the offices of the Chief Engineers and the Superintending Engineers may be modified suitably.

73.149. The scales of pay for these posts may be the same as those for officers holding corresponding posts in other Departments of Government, viz: Head quarters Assistants Rs. 275—20—375—EB—25—525.

Managers Rs. 250—10—300—15—420—EB—20—500.

Statistician : (1) Rs. 350—25—650—30—800

OR

Rs. 250—20—350—25—500.

73.150. This post is to be filled by promotion from the cadre of Statistical Draughtsmen/Senior Statistical Assistants. The Commission has suggested in Chapter 67 (relating to the Bureau of Economics and Statistics) that the posts of Statisticians might be transferred to the Bureau of Economics and Statistics and accordingly suggests that the post may be filled by taking on deputation an Assistant Director from the Bureau, that the lien of the present incumbent of the post may be shifted against a corresponding post in the Bureau and he may be treated as on deputation from that Department to the Public Works Department. The Rules of Recruitment may be revised accordingly.

73.151. The scale of pay for this post may be the same as for corresponding posts in the Bureau of Economics and Statistics.

Junior Engineers : (2,044) (Rs. 250—15—400)

73.152. According to the existing Rules of Recruitment, the posts of Junior Engineers are to be filled by direct recruitment of graduates in Engineering. This mode of recruitment may be retained.

73.153. It was represented on behalf of the Junior Engineers that even though they are graduates and have much higher knowledge of engineering than the "Diploma holders", they are, excepting for purposes of pay, being classed as Supervisors and are being given the same kind of work when they are posted to the charges of maintenance sections as the Supervisors. They, therefore, represented that they might be given higher type of work even from the commencement of their service commensurate with their qualifications and background and that the distinction between Junior Engineers and Supervisors should be maintained not only in respect of pay, but also in respect of the nature of work entrusted to them. The officers charged with the duty of allotment of work may take this grievance into consideration.

73.154. The Junior Engineers who are graduates in Engineering, have represented that they should be treated as Gazetted Officers. The alternative suggestion was that such of them as have been directly recruited as Junior Engineers and have put in not less than eight years of service should be treated as Gazetted Officers.

73.155. The present strength of Junior Engineers who are graduates is 2,044 of whom 618 are understood to have put in more than 10 years' service. This strength is obviously far in excess of the workload. Their problem has been discussed by the Adviser and copies of his Report were sent both to the Board of Chief Engineers and the Secretary to Government in the Public Works Department.

The Chief Engineers agree that the assessment of the workload by the Adviser is both realistic and reasonable. On the basis of the workload the Adviser has stated that the Government would need about 680 Junior Engineers and that the remaining officers of that category should be treated as supernumerary Junior Engineers. He has also suggested that they may be taken as Junior Assistant Engineers. Since the assessment of the workload by the Adviser is accepted by the Chief Engineers, the Commission is inclined to accept the recommendation of the Adviser that about 680 or so may be absorbed as Junior Assistant Engineers. Such of the Junior Engineers as have put in not less than ten years of service and possess a clean record of efficient service may be selected and promoted to the cadre of Junior Assistant Engineers. Their scale of pay as revised may be Rs. 300—25—550—EB—30—700.

73.156. As regards the remaining Junior Engineers who, it appears, are assigned work of supervisory character, the Commission has two suggestions to offer to the Government. At present, there are 2,750 Supervisors and including the Junior Engineers, the entire supervisory staff would consist of 4,794 officials. On the basis of the workload assessed, the Adviser has opined that the entire Department would need a supervisory staff of 3,700. If this were so, there would be a surplus of 1,094 Junior Engineers and Supervisors.

73.157. In this state of affairs, the problem before the Commission is as to what should be done with about 1,364 Junior Engineers left after promoting 680 to the cadre of Junior Assistant Engineers. The present situation appears to have been created by indiscriminate recruitment at different stages in the different sectors of the Department. The first course open to the Government is to utilise the services of these officers by undertaking execution of various works departmentally ; such a course would not only result in economy to the Government but would also provide work to these surplus officials. The second course open to the Government is to transfer the services of all the surplus Junior Engineers by deputation to the Construction Corporation which has been recently constituted. After such deputation, the members of the deputed staff can be gradually absorbed in the cadre of Junior Assistant Engineers and further promoted as Assistant Engineers in course of time as and when the vacancies arise. The revised pay scale for those who are to be retained as Junior Engineers may be Rs. 275—20—375—EB—25—525.

73.158. There are 6 posts of Junior Engineers in the Office of the Chief Architect and these posts may be designated as Junior Architects or Architectural Assistants and may be equated with the Junior Engineers of the Public Works Department. They may be filled by taking on deputation Junior Engineers of the Public Works Department who have had the necessary special qualifications in Architecture.

73.159. The scale of pay for these posts may be the same as for Junior Engineers in the Public Works Department.

Head Draughtsmen : (12) (Rs. 225—10—285—15—375)

73.160. These posts are to be filled according to the existing Rules of Recruitment by promotion from the cadre of Draughtsmen. This mode of recruitment may be retained.

73.161. The Adviser has suggested that there may be two grades of Head Draughtsmen in the Department—Grade I in the Chief Engineers' Offices including the Central Designs Organisation, and Grade II in the Circle Offices and that the posts of Head Draughtsmen Grade II may be filled by promotion from the Cadre of Draughtsmen on the basis of seniority-*cum*-merit and the posts of Head Draughtsmen Grade I filled from amongst Head Draughtsmen Grade II on the basis of seniority-*cum*-merit. Since the promotional opportunities for the Draughtsmen are limited as only a very few of them can hope to get promoted as Assistant Engineers, the Commission accepts the suggestion of the Adviser and recommends that these two classes may be constituted in the cadre of Head Draughtsmen and the posts filled in the manner proposed.

73.162. The scale of pay for the posts of Head Draughtsmen Grade I may be revised as Rs. 275—20—375—EB—25—525 and for the post of Head Draughtsmen Grade II as Rs. 250—10—300—15—420—EB—20—500.

Architectural Draughtsmen : (5) (Rs. 225—10—285—15—375)

73.163. There are four posts of Architectural Draughtsmen and one post of Architectural Head Draughtsman in the office of the Chief Architect. The posts of all the Architectural Draughtsmen may be equated with the Head Draughtsmen Grade I in the Public Works Department and filled by taking on deputation officials in this cadre who have acquired the necessary special qualification in Architecture. The Rules of Recruitment may be framed accordingly.

73.164. The scale of pay for these posts may be the same as for Head Draughtsmen Grade I in the Public Works Department.

Statistical Draughtsman : (1) (Rs. 225—10—285—15—375)

73.165. This post is to be filled by promotion by selection from the cadre of Draughtsmen having experience in Public Works Department Statistics. This post may now be filled by transfer of a Head Draughtsman Grade I, having the requisite experience.

73.166. The scale of pay for this post may be the same as for Head Draughtsmen Grade I.

Store Manager : (1) (Rs. 225—10—285—15—375)

73.167. This post is to be filled by promotion from the cadre of Store Superintendents on the basis of seniority-*cum*-merit. This mode of recruitment may be continued.

73.168. The scale of pay for this post may be revised as Rs. 250—10—300—15—420—EB—20—500.

Circle Inspectors of Police : (2) (Rs. 225—10—285—15—375)

73.169. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation Inspectors from the Police Department. The Rules of Recruitment may be framed accordingly.

73.170. The scale of pay for these posts may be the same as for Inspectors in the Police Department.

Accounts Superintendents : (120) (Rs. 220—10—320—15—440)

73.171. Under the existing Rules of Recruitment these posts are to be filled by taking on deputation Superintendents from the State Accounts Department. This mode of recruitment may be retained.

73.172. The scale of pay for these posts may be the same as for officers holding corresponding posts in the State Accounts Department.

Agricultural Overseers : (6) (Rs. 200—10—250—15—400)

73.173. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officers holding corresponding posts in the Department of Agriculture.

73.174. The scale of pay for these posts may be the same as for corresponding posts in the Department of Agriculture.

Assistant Geologists : (3) (Rs. 200—10—300—15—375)

73.175. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officers holding corresponding posts from the Department of Mines and Geology. The Rules of Recruitment may be framed accordingly.

73.176. The scale of pay for these posts may be the same as for officers holding corresponding posts in the Department of Mines and Geology.

Chemical Engineer: (1)
Mathematical Assistant: (1) } (Rs. 200—10—300—15—375)

73.177. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be included in the Cadre and Recruitment Rules and the qualifications required of the candidates for appointment to these posts specified. The scale of pay for these posts may be the same as for Junior Engineers.

Stores Superintendents : (17) (Rs. 180—10—320)

73.178. According to the existing Rules of Recruitment, these posts are to be filled by promotion from the Cadre of I Division Store-keepers on the basis of seniority-cum-merit. This mode of recruitment may be retained.

73.179. The scale of pay for these posts may be revised as Rs. 200—10—280—15—370—EB—20—450.

Medical Officers : (3) (Rs. 175—10—225—15—300—20—400)

73.180. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officers in the cadre of Assistant Surgeons-cum-Class II Health Officers from the Department of Health and Family Planning Services. The Rules of Recruitment may be framed accordingly.

73.181. The scale of pay for these posts may be the same as for officers holding corresponding posts in the Department of Health and Family Planning Services.

<i>Chemists (Senior Grade) :</i> (2)	} (Rs. 150—8—190—10—320— 15—350).
<i>Graduate Laboratory Assistant :</i> (1)	

73.182. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by promotion of Chemists (Junior Grade). The Rules of Recruitment may be framed accordingly.

73.183. The scales of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

Supervisors : (2750) (Rs. 150—8—190—10—320)

73.184. According to the existing Rules of Recruitment these posts are to be filled by direct recruitment of Diploma holders in Civil or Medical Engineering. This mode of recruitment may be continued.

73.185. It was represented on behalf of the Supervisors that they had the necessary basic qualifications for engineers, that while they conceded that the Junior Engineers had higher knowledge of engineering subjects, their own scales of pay should not be lower than those of the Junior Engineers considering the fact that the nature of work done by both the categories of officers was almost identical particularly in the maintenance Sections and that it would be desirable to bring both these categories of officers into a single class for purposes of regulating promotions to the cadre of Assistant Engineers and that the Graduate Engineers might be allowed four advance increments in this common scale on recruitment.

73.186. It was also represented that since promotional opportunities for them were limited, there should be a selection grade for the senior Supervisors who were not likely to get promoted as Assistant Engineers.

73.187. The Adviser has suggested that there might be a Selection Grade for Supervisors who had put in over 20 years of service and whose record of work was above average and the number of posts in the Selection grade might be 10 per cent of the permanent cadre strength of Supervisors.

73.188. Considering the fact that most of the Supervisors have to retire as such without any promotion whatsoever on account of limited opportunities available for promotion to the cadre of Assistant Engineers, Grade II, the Commission suggests that 10 per cent of the posts in the Cadre of Supervisors may be treated as Selection Grade posts and these posts may be filled by appointing Supervisors who are officers of marked ability with not less than 15 years of service and have clear record of service.

73.189. The scale of pay for these Selection Grade Supervisors may be fixed as Rs. 250—10—300—15—420—E.B.—20—500 and that for Supervisors Rs. 175—10—275—15—350—E.B.—20—450.

Mechanical Foreman (1) (Rs. 150—8—190—10—320)

73.190. Under the existing Rules of Recruitment, this post is to be filled by promotion from the Cadre of Operators. This mode of recruitment may be continued.

73.191. The scale of pay for this post may be Rs. 175—10—275—15—350 E.B.—20—450.

Shift Engineer: (1) (Rs. 150—8—190—10—320)

73.192. This post has not been included in the Cadre and Recruitment Rules of the Department. This post may be included in the cadre of Supervisors and filled by transfer of an officer from that Cadre. The Rules of Recruitment may be framed accordingly.

73.193. The scale of pay for this post may be the same as for Supervisors.

Research Assistants: (3) (*Diploma holders*) (Rs. 150—8—190—10—320)

Research Assistants: (8) (*Graduates in Science*)

(Rs. 110—5—150—6—180—10—220)

77.194. These posts have not been included in the Cadre and Recruitment Rules of the Department. The posts of Research Assistants (Diploma Holders) may be included in the cadre of supervisors and may be filled by transfer of officers from that Cadre.

73.195. The Adviser has suggested that the scale of pay for Science graduates and Diploma holders in Engineering must be the same and that it might be better to recruit them to the Cadre of Junior Engineers or Supervisors as the case may be and give them that scale of pay. While accepting this recommendation the Commission suggests that only graduates with Honours in Science or graduates with I Class or high II Class in Science may be appointed against the posts of Research Assistants (Graduates in Science) or that these posts may be filled by promotion of Chemists (Junior Grade) and that both the categories of Research Assistants may be given the same scale of pay viz., Rs. 175—10—275—15—350 E.B.—20—450.

Draughtsmen: (874) .. (Rs. 150—8—190—10—320)
(Diploma holders)

Assistant Draughtsmen: (381) .. (Rs. 110—5—150—6—180—10—220)
(Certificate holders)

73.196. According to the existing Rules of Recruitment 90 per cent of the posts are to be filled by direct recruitment of diploma holders in Civil Engineering or Certificate holders in Draughtsmanship and the rest by promotion from the cadre of Tracers who have put in five years of service and have passed the test conducted by the Chief Engineer (General). The Commission recommends that 25 per cent of the posts of Draughtsmen may be filled by promotion of the Assistant Draughtsmen who have put in not less than 20 years of service and have a clear record of service and the other 75 per cent by direct recruitment of persons who have secured a diploma in Engineering ; 25 per cent of the posts of Assistant Draughtsmen may be filled by promotion from the cadre of Tracers who have put in five years of service and have passed the test conducted by the Department and the other 75 per cent by direct recruitment of persons who have secured a certificate in Engineering. The Rules of Recruitment may be revised accordingly.

73.197. The Adviser has suggested that Draughtsmen who possess a diploma in Civil or Mechanical Engineering and have put in at least 12 years of continuous and satisfactory service in the Department and have passed the qualifying Test prescribed for Supervisors might be made eligible for promotion to the post of Assistant Engineers along with similarly qualified Supervisors subject to their capability in field work being tested for a period of at least one year and found satisfactory.

73.198. As per the amended Rules of Recruitment, the post of Assistant Engineers Division II are to be filled by promotion from among the Selection Grade Supervisors and the Head Draughtsmen Grade I in the ratio of 8:1. The Commission recommends that the existing arrangement may be continued.

73.199. The scale of pay for the posts of Draughtsmen may be fixed as Rs. 175—10—275—15—350—EB—20—450 and that for Assistant Draughtsmen may be fixed as Rs. 130—5—170—6—200—EB—10—240.

Senior Operators: (4) (Rs. 150—8—190—10—320).

73.200. These posts have not been included in the Cadre and Recruitment Rules of the Department. Suitable Rules of Recruitment may be framed and requisite qualifications prescribed. The question of taking officials on deputation from the Mysore Government Electrical Inspectorate may be examined.

73.201. The scales of pay for the post may be revised as Rs. 175—10—275—15—350—EB—20—450.

Electrical Supervisors : (2) } (Rs. 150—8—190—10—320)
Electricians : (2) }

73.202. These posts have not been included in the Cadre and Recruitment Rules of the Department. The observations made in respect of the Senior Operators will hold good in the case of these posts also.

73.203. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

Water Analyst : (1) (Rs. 150—8—190—10—320)

73.204. This post is to be filled by direct recruitment of a graduate in science. This mode of recruitment is adequate and may be continued. The scale of pay for this post may be fixed as Rs. 170—5—180—8—220—EB—10—300.

Senior Statistical Assistants : (12) (Rs. 150—8—190—10—270)

73.205. According to the Rules of Recruitment, these posts are to be filled by promotion by selection from the cadre of First Division Clerks who have put in more than two years of service and who hold a degree in Economics, or Statistics or Commerce. Since there is a cadre of Junior Statistical Assistants the Commission suggests that the Rules of Recruitment may be suitably modified providing for these posts being filled by promotion of Junior Statistical Assistants.

73.206. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

Sub-Inspectors of Police : (3) (Rs. 150—8—190—10—270)

73.207. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation Sub-Inspectors from the Police Department. The Rules of Recruitment may be framed accordingly.

73.208. The scale of pay for these posts may be the same as for Sub-Inspectors in the Police Department.

Sarang (1) (Rs. 150—8—190—10—250)

73.209. This post has not been included in the existing Cadre and Recruitment Rules of the Department. The Rules of Recruitment may be framed prescribing suitable qualifications. There is no post carrying this scale of pay in the State Ports Department and it would, therefore, be difficult to absorb the present incumbent in the State Ports Department. The existing arrangements may, therefore, continue. The scale of pay for this post may be revised as Rs. 175—10—275—15—350—EB—20—450.

I Class Wiremen and Mechanics : (49) }
Heavy Machine Operators : (5) } (Rs. 150—8—190—10—240)

73.210. These posts have not been included in the Cadre and Recruitment Rules of the Department. The posts of Heavy Machine Operators may be filled

by promotion by selection from the lower cadres or by direct recruitment of persons who have secured the Diploma or Certificate in Mechanical Engineering.

73.211. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

73.212. The posts of First Class Wiremen and Mechanics may be filled by direct recruitment of persons who have taken a Diploma in Electrical Engineering.

73.213. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

<i>Foreman (Emulsion Plant): (1)</i>	} (Rs. 140—5—150—8—190— 10—250)
<i>Model Making Artist: (1)</i>	
<i>Photographers: (3)</i>	

73.214. These posts have not been included in the Cadre and Recruitment Rules of the Department. The post of Foreman (Emulsion Plant) may be filled by promotion from the lower cadres or by direct recruitment of persons who have secured a Diploma in Civil or Mechanical Engineering. The scale of pay for this post may be revised as Rs. 175—10—275—15—350—EB—20—450. The post of Model Making Artist may be filled by taking on deputation an official holding a corresponding post in the Department of Publicity and Information if available, or else by direct recruitment. The Rules of Recruitment may be framed specifying the qualifications required of candidates for appointment by direct recruitment. The liens of the present incumbent of the post of Model Making Artist may be shifted against a corresponding post in the Department of Information and Tourism and he may be treated as on deputation to this Department. The posts of Photographers may be filled by promotion of Assistant Photographers. The Rules of Recruitment may be framed accordingly.

73.215. The scale of pay for these posts may be Rs. 170—5—180—8—220—EB—10—300.

Foreman: (7) (Rs. 140—5—150—8—190—10—250)

73.216. The post of Foreman (Well Boring) is to be filled according to the existing Rules of Recruitment by promotion from the Cadre of Operators (Well Boring). The Rules of Recruitment may be filled by direct recruitment of persons with requisite qualifications and experience or by promotion from the lower cadres. The Rules of Recruitment may be framed suitably.

73.217. The scale of pay for these posts may be revised as Rs. 170—5—180—8—220—EB—10—300.

Revenue Surveyors: (3) (Rs. 140—5—150—8—190—10—250)

73.218. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials from the Department of Survey, Settlement and Land Records. The Rules of Recruitment may be framed accordingly.

73.219. The scale of pay for these posts may be the same as for officials holding corresponding posts in the parent Department.

Senior Health Inspectors : (4) (Rs. 140—5—150—8—190—10—250)

73.220. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation Senior Health Inspectors from the Department of Health and Family Planning Services. The Rules of Recruitment may be framed accordingly.

73.221. The scale of pay for these posts may be the same as for Senior Health Inspectors in the Department of Health and Family Planning Services.

First Division Store-Keepers : (80) (Rs. 120—5—150—8—190—10—240)

73.222. 50 per cent of the posts are to be filled by promotion from the cadre of First Division Clerks of the Public Works Department and the rest by promotion from the cadre of Second Division Store-keepers. These modes of recruitment may be retained.

73.223. Since these posts are filled by promotion of First Division Clerks among others the scale of pay for these posts may be revised as Rs. 170—5—180—8—220—EB—10—300.

Revenue Inspectors : (2) (Rs. 110—5—150—6—180—10—220)

73.224. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation Revenue Inspectors from the Revenue Department. The Rules of Recruitment may be framed accordingly.

73.225. The scale of pay for these posts may be the same as for Revenue Inspectors in the Revenue Department.

Operators : (14) (Rs. 110—5—150—6—180—10—220)

73.226. The posts of Operators are to be filled by direct recruitment of Diploma holders or Certificate holders in Civil or Mechanical Engineering. These posts may be included in the cadre of Supervisors and filled by transfer of officials in this cadre. If this suggestion is accepted the present incumbents may be absorbed as Supervisors. The Rules of Recruitment may be amended suitably. Otherwise they may be given the scale of pay of Rs. 130—5—170—6—200—EB—10—240.

<i>Electrical Operators</i> :	(6)	} (Rs. 110—5—150—6—180—10—220)
<i>Chemists (Junior Grade)</i> :	(3)	

73.227. These posts have not been included in the Cadre and Recruitment Rules of the Department. The posts of Electrical Operators may be filled by direct recruitment of persons who have obtained a certificate in Electrical Engineering and the posts of Chemists (Junior Grade) by Science Graduates with Chemistry as one of the optional subjects. The Rules of Recruitment may be framed accordingly.

73.228. The scale of pay for the posts of Chemists (Junior Grade) may be revised as Rs. 140—5—150—8—190—EB—10—260—15—290, and that for Electrical Operators as Rs. 130—5—170—6—200—EB—10—240.

Meter/Water Inspectors (Qualified) (5)

Water Inspectors (Unqualified): (Rs. 80—3—110—4—130—5—150)

73.229. According to the existing Rules of Recruitment these posts are to be filled by promotion from the cadre of Meter Readers. This mode of recruitment may be continued.

73.230. The scale of pay for the posts of Meter/Water Inspectors (Qualified) may be revised as Rs. 130—5—170—6—200—EB—10—240 and that for Water Inspectors (Unqualified) may be revised as Rs. 95—3—125—4—145—EB—5—200.

Junior Statistical Assistants: (33) (Rs. 110—5—150—6—180—10—220)

73.231. Under the Rules of Recruitment, these posts are to be filled by direct recruitment of Graduates in Economics, or Statistics or Commerce. The present mode of recruitment may be retained.

73.232. The scale of pay for these posts may be Rs. 140—5—150—8—190—EB—10—260—15—290.

First Class Wiremen and Mechanics (Lower Grade): (134) (Rs. 100—5—150—6—180).

73.233. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by direct recruitment of persons who have secured a Certificate in Electrical Engineering. The Rules of Recruitment may be framed accordingly.

73.234. The scale of pay for these posts may be Rs. 130—5—170—6—200—EB—10—240.

Junior Health Inspectors: (3) (Rs. 100—5—150—6—180)

73.235. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials from the Department of Health and Family Planning Services. The Rules of Recruitment may be framed accordingly.

73.236. The scale of pay for these posts may be the same as for Junior Health Inspectors in the Department of Health and Family Planning Services.

II Division Store Keepers: (70) (Rs. 90—3—150—5—180)

73.237. These posts are to be filled by transfer from the cadre of II Division Clerks of the Public Works Department. This mode of Recruitment may be continued.

73.238. The scale of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

Head Constables : (9) } (Rs. 85—2—105)
Naik (M.S.R.P.) : (1) }

73.239. These posts have not been included in the Cadre and Recruitment Rules of the Department. These posts may be filled by taking on deputation officials holding corresponding posts in the Police Department. The Rules of Recruitment may be framed accordingly.

73.240. The scale of pay for these posts may be the same as for officials holding corresponding posts in the Police Department.

Work Inspectors : (47) } (Rs. 80—3—110—4—130—5—180)
Maistry : (9) }

73.241. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by promotion of officials in corresponding cadres in the lower grade. The Rules of Recruitment may be framed accordingly.

73.242. The scale of pay for these posts may be Rs. 95—3—125—4—145—E.B.—5—200.

Tracers (S.S.L.C.) (393) .. (Rs. 80—3—110—4—130—5—150)
Tracers (Non-S.S.L.C.) .. (Rs. 70—2—80—3—110)

73.243. According to the Rules of Recruitment, these posts are to be filled by direct recruitment of candidates who have passed the S.S.L.C. examination and have undergone one year's training in Drawing or Tracing. This mode of recruitment may be continued. Recruitment of persons who have not passed the S.S.L.C. Examination may be stopped. The scale of pay for Tracers who have passed the S.S.L.C. Examination and have undergone the training may be revised as Rs. 110—4—130—5—170—E.B.—6—200 and for others as Rs. 95—3—125—4—145—E.B.—5—200.

73.244. It was represented by the Tracers that the Tracers with five years of continuous service should be promoted as Draughtsmen Grade II and designated as Grade 'C' Draughtsmen and that the percentage of promotion of Tracers might be increased from 10 to 20 per cent. The Adviser has suggested that the present promotional quota need not be increased and that the tracers after 10 years of satisfactory service might be promoted as Draughtsmen (non-diploma holders) subject to their passing a departmental test in Draughtsmanship and subject to availability of vacancies. The Commission agrees with the suggestion of the Adviser and recommends the action may be taken by Government accordingly.

Computors : (21) (Rs. 80—3—110—4—130—5—150)

73.245. These posts have not been included in the Cadre and Recruitment Rules of the Department. These posts may be filled by taking on deputation officials holding corresponding posts in the Bureau of Economics and Statistics ;

and the liens of the present incumbents of these posts may be shifted against corresponding posts in the Bureau of Economics and Statistics and the officials treated as on deputation from that Department to the Public Works Department. The Rules of Recruitment may be framed accordingly.

73.246. The scale of pay for these posts may be the same as for officials holding corresponding posts in the Bureau of Economics and Statistics.

Blue Printers Grade I: (17) (Rs. 80—3—110—4—130—5—150)

Blue Printers Grade II: (21) (Rs. 70—2—80—3—110)

73.247 Fifty per cent of the posts of Blue Printers Grade I are to be filled by direct recruitment of candidates who have passed the S.S.L.C. Examination and 50 per cent by promotion from among the Blue Printers (Grade II). The posts of Blue Printers (Grade II) are to be filled by promotion from the cadre of Class IV servants who have put in more than 10 years of service and have two years of experience in Blue Printing. The officials recruited directly to the cadre of Blue Printers Grade I after having passed the S.S.L.C. Examination cannot have the same opportunities of promotion as persons with the same qualifications who are recruited as II Division Clerks; in view of the special nature of the work involved, these posts cannot be filled by the transfer of II Division Clerks. Direct recruitment to this cadre may, therefore, be stopped and all the posts in this cadre filled by promotion of Blue Printers Grade II. The posts of Blue Printers Grade II may, hereafter, be filled by promotion of only those Class IV officers who have passed the VIII standard examination, have put in more than 10 years of service and have at least two years of experience in Blue Printing. The Rules of Recruitment may be amended accordingly.

73.248. The scale of pay for the posts of Blue Printers (Grade I) may be fixed as Rs. 95—3—125—4—145—E.B.—5—200 and that for Blue Printers (Grade II) may be fixed as Rs. 85—2—95—3—125—E.B.—4—145.

Meter Readers: (25) (Rs. 80—3—110—4—130—5—150)

73.249. These posts are to be filled by direct recruitment of candidates who have passed the S.S.L.C. or equivalent examination. This mode of recruitment may be retained.

73.250. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

<i>Mustering Karkoon</i> (1)	}	(Rs. 80—3—110—4—130—5—150)
<i>Helpers</i> (2)		
<i>Transport Superintendents</i> (2)		
<i>Sectional Irrigation Karkoons</i> (9)		
<i>Canal Inspectors</i> (11)		
<i>Gang Karkoon</i> (1)		
<i>Measurers</i> (12)		
<i>Canal Karkoon</i> (1)		
<i>Telephone Operators</i> (2)	}	

73.251. These posts have not been included in the Cadre and Recruitment Rules of the Department. These posts may be included in the Cadre of II Division Clerks and filled by transferring officials in that cadre. The Rules of Recruitment may be framed accordingly.

73.252. The scale of pay for these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

Assistant Photographers : (2) (Rs. 80—3—110—4—130—5—150)

73.253. These posts have not been included in the Cadre and Recruitment Rules of the Department. Rules of Recruitment may be framed specifying the qualifications required for appointment to these posts.

73.254. The scale of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

Revenue Surveyor : (1) (Rs. 80—3—110—4—130—5—150)

73.255. This post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by taking on deputation an official from the Department of Survey, Settlement and Land Records. The Rules of Recruitment may be framed accordingly.

73.256. The scale of pay for this post may be the same as for officials holding corresponding posts in the parent Department.

Head Master : (1) (Rs. 80—3—110—4—130—5—150)

73.257. This post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by taking on deputation an official holding a corresponding post from the Department of Public Instruction. The Rules of Recruitment may be framed accordingly.

73.258. The scale of pay for this post may be the same as for officials holding corresponding posts in the Department of Public Instruction.

Assistant Masters (S.S.L.C.) : (21) (Rs. 80—3—110—4—130—5—150)

Assistant Masters (Non-S.S.L.C.) (Rs. 65—1—70—2—90)

73.259. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials holding corresponding posts from the Department of Public Instruction. The Rules of Recruitment may be framed accordingly.

73.260. The scales of pay for these posts may be the same as for officers holding corresponding posts in the Department of Public Instruction according to their qualification.

Compounders : (4) (Rs. 80—3—110—4—130—5—140)

73.261. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials

holding posts of Compounders from the Department of Health and Family Planning Services. The Rules of Recruitment may be framed accordingly.

73.262. The scale of pay for these posts may be the same as for Compounders in the Department of Health and Family Planning Services.

Mechanics: (20) (Rs. 80—3—110—4—130—5—140)

73.263. These posts are to be filled, according to the existing Cadre and Recruitment Rules, by direct recruitment of candidates who have passed the S.S.L.C. or equivalent examination and have one year's practical training in a Mechanical Workshop. This mode of recruitment may be retained.

73.264. The scale of pay for these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

Blacksmiths (Well Boring): (5) (Rs. 80—3—110—4—130—5—140)

73.265. These posts have not been included in the Cadre and Recruitment Rules of the Department. Suitable Rules of Recruitment may be framed specifying the qualifications to be prescribed for recruitment to these posts.

73.266. The scales of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

Shroffs: (3) (Rs. 80—3—125)

73.267. These posts have not been included in the Cadre and Recruitment Rules of the Department. These posts may be included in the cadre of II Division Clerks and filled by transferring officials in that cadre. The Rules of Recruitment may be framed accordingly.

73.268. The scale of pay for these posts may be the same as for II Division Clerks.

II Class Wiremen and Mechanics: (176) }
Lift Mechanic-cum-Attender: (1) } (Rs. 80—3—110)

73.269. These posts have not been included in the Cadre and Recruitment Rules of the Department. The post of Lift Mechanic-cum-Attender may be filled by direct recruitment of a person who has passed the VIII standard examination and has previous experience of this kind of work for not less than two years. The posts of II Class Wiremen and Mechanics may be filled by direct recruitment of persons who are suitably qualified.

73.270. The scale of pay for all these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

Midwives: (5) (Rs. 70—2—80—3—125)

73.271. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials holding corresponding posts from the Department of Health and Family Planning Services. The Rules of Recruitment may be framed accordingly.

73.272. The scale of pay for these posts may be the same as for corresponding posts in the Department of Health and Family Planning Services.

Mechanical Drivers : (8) (Rs. 70—2—80—3—110)

73.273. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by direct recruitment, of persons who have fair knowledge of reading and writing and practical knowledge of the work. The Rules of Recruitment may be framed suitably.

73.274. The scale of pay for these posts may be revised as Rs. 85—2—95—3—125—EB—4—145.

Fitters (17)—(Rs. 70—2—80—3—110)
(22)—(Rs. 60—1—70—2—90)

73.275. According to the existing Rules of Recruitment these posts are to be filled by promotion from the cadre of Helpers. This mode of recruitment may be retained.

73.276. The posts of Fitters are in the scales of pay of Rs. 70—2—80—3—110 and Rs. 60—1—70—2—90. They may be brought on to a common scale of pay which may be fixed as Rs. 80—2—90—3—120—4—140.

<i>Welders, Turners</i>	(2)	} (Rs. 70—2—80—3—110)
<i>Line Mechanics</i>		
<i>Blacksmiths</i>	(3)	

73.277. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by direct recruitment of persons who have fair knowledge of reading and writing and practical knowledge of the work. The Rules of Recruitment may be framed accordingly.

73.278. The scale of pay for these posts may be revised as Rs. 80—2—90—3—120—4—140.

Mason : (1) (Rs. 70—2—80—3—110)

73.279. According to the Rules of Recruitment this post is to be filled by promotion from the cadre of Fieldmen. The existing mode of recruitment may be continued.

73.280. The scale of pay for this post may be fixed as Rs. 80—2—90—3—120—4—140.

Road Inspectors (Grade I) : (14) (Rs. 70—1—80—2—100)

Road Inspectors (Grade II) : (29) (Rs. 55—1—65—2—75)

73.281. These posts have not been included in the Cadre and Recruitment Rules of the Department. It is understood from the Department that these posts were transferred from the former Madras State at the time of the Reorganisation of States and that they get abolished after the present incumbents retire from service. As such, no fresh recruitment need be made to these posts.

73.282. The scales of pay for the posts of Road Inspectors Grade I may be fixed as Rs. 80—2—90—3—120—4—140 and that for Road Inspectors (Grade II) may be fixed as Rs. 65—1—75—2—95.

Leading Fireman : (1)—(Rs. 60—1—70—2—90)

73.283. This post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by taking on deputation an official from the Department of Fire Force. The Rules of Recruitment may be framed accordingly.

73.284. The scale of pay for this post may be the same as for the corresponding post in the Department of Fire Force.

Shift Mechanic : (1) (Rs. 60—1—70—2—90)

73.285. This post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by direct recruitment of a person who has fair knowledge of reading and writing and practical knowledge of the work.

73.286. The scale of pay for this post may be revised as Rs. 80—2—90—3—120—4—140).

<i>Steward</i>	(1)	} (Rs. 60—1—70—2—90)
<i>Bill Collector</i>	(1)	
<i>Artisan</i>	(1)	
<i>Helpers</i>	(38)	

73.287. According to the existing Cadre and Recruitment Rules, these posts are to be filled by direct recruitment. The posts of Steward and Bill Collector may be filled by direct recruitment of persons who have passed the VIII standard examination and the posts of Artisan and Helpers may be filled by direct recruitment of persons who have fair knowledge of reading and writing and practical knowledge of the work. The Rules of Recruitment may be revised accordingly.

73.288. The scale of pay for all these posts may be Rs. 80—2—90—3—120—4—140.

<i>Head Gardeners</i>	(4)	} (Rs. 55—1—65—2—85)
<i>Maistry</i>	(2)	
<i>Nalemanegars</i>	(22)	
<i>Maity-cum-Cook, Cooks,</i>	(10)	
<i>Maity-cum-Caretaker</i>		
<i>Gauge Reader</i>	(1)	
<i>Filter Mates</i>	(2)	
<i>Mason</i>	(8)	
<i>Carpenters</i>	(17)	

73.289. Under the Rules of Recruitment, these posts are to be filled by direct recruitment by the Head of the Office. This mode of recruitment may be continued.

73.290. The scale of pay for these posts may be fixed as Rs. 65—1—75—2—95.

<i>Helpers</i>	.. (62)	} (Rs. 55—1—65—2—75)
<i>Maities</i>	.. (71)	
<i>Telephone Attenders</i>	.. (4)	

73.291. These posts are to be filled by direct recruitment by the Head of the Office. This mode of recruitment may be retained.

73.292. The scale of pay for these posts may be revised as Rs. 65—1—75—2—95.

<i>Time Keepers</i>	.. (3)	} (Rs. 55—1—65—2—75)
<i>Head Watchmen</i>	.. (29)	
<i>Oilmen</i>	.. (9)	
<i>Linemen</i>	.. (3)	
<i>Blacksmiths</i>	.. (2)	

73.293. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by direct recruitment by the Head of the Office. The Rules of Recruitment may be framed accordingly.

73.294. The scale of pay for these posts may be fixed as Rs. 65—1—75—2—95.

Sergeants : (6) (Rs. 55—1—65)

73.295. These posts are to be filled by direct recruitment by the Head of the Office. This mode of recruitment may be continued.

73.296. The scale of pay for these posts may be fixed as Rs. 65—1—75—2—95.

Khalasis : (33) (Rs. 55—1—65)

73.297. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by direct recruitment by the Head of the Office. The Rules of Recruitment may be framed accordingly.

73.298. The scale of pay for these posts may be revised as Rs. 65—1—75—2—95.

<i>Assistant Gardener</i>	.. (1)	} (Rs. 50—1—60)
<i>Maistries</i>	.. (86)	
<i>Waterman</i>	.. (9)	
<i>Gardeners, Laskars</i>	.. (60)	
<i>Hammerman, Sowdies, Tindals</i>	.. (25)	
<i>Fieldmen</i>	.. (30)	
<i>Surgery Cooly</i>	.. (1)	
<i>Cleaners</i>	.. (39)	

73.299. These posts are to be filled by direct recruitment by the Head of the Office. This mode of recruitment may be continued.

73.300. The scale of pay for these posts may be fixed as Rs. 60—1—80—2—90.

<i>Bellow Boy</i>	..	(1)	} (Rs. 50—1—60)
<i>Path Karies</i>	..	(34)	
<i>Karkoons</i>	..	(130)	
<i>Fireman</i>	..	(17)	
<i>Khansama (Messman)</i>	..	(2)	
<i>Dispensary Attenders</i>	..	(4)	
<i>Lady Attendants</i>	..	(2)	
<i>Conservancy Daffedars</i>	..	(8)	
<i>Chowkidars</i>	..	(61)	
<i>Bungalow Chowkidars</i>	..	(72)	
<i>Store Mazdocrs</i>	..	(26)	}
<i>Boatmen</i>	..	(2)	
<i>Augur Measurers</i>	..	(10)	(Rs. 46—3—85)
<i>Augur Mukudams</i>	..	(10)	(Rs. 30—1—60)
<i>Fieldmen</i>	..	(6)	(Rs. 46—3—85)

73.301. These posts have not been included in the Cadre and Recruitment Rules. They may be filled by direct recruitment by the Head of the office. The Rules of Recruitment may be framed accordingly.

73.302. The scale of pay for these posts may be fixed as Rs. 60—1—80—2—90.

<i>Managers (Grade I) :</i>	(28)	(Rs. 225—10—285—15—375)
<i>Stenographers (Selection Grade) :</i>	(2)	(Rs. 225—10—285—15—375)
<i>Managers (Grade II) :</i>	(125)	(Rs. 180—10—320)
<i>First Division Accounts Clerks :</i>	(389)	(Rs. 120—5—150—8—190—10—240)
<i>First Division Clerks :</i>	(838)	(Rs. 110—5—150—6—180—10—220)
<i>Stenographers :</i>	(131)	(Rs. 110—5—150—6—180—10—220 + Special Pay of Rs. 30 per month)
<i>II Division Clerks :</i>	(1,827)	(Rs. 80—3—110—4—130—5—150)
<i>II Division Accounts Clerk :</i>	(405)	(Rs. 80—3—110—4—130—5—150)
<i>II Grade Typists :</i>	(514)	(Rs. 80—3—110—4—130—5—150 + Special Pay of Rs. 10 per month)
<i>Lorry Drivers</i>	} (72)	(Rs. 70—1—80—2—100)
<i>Truck Drivers</i>		
<i>Van Drivers</i>		
<i>Engine Drivers, etc.</i>		
<i>Jamedars</i>	— (5)	(Rs. 70—2—90)
<i>Daffedars</i>	.. (11)	(Rs. 65—2—85)
<i>Attenders</i>	— (88)	(Rs. 65—2—85)
<i>Daftries and Mutchis</i>	— (9)	(Rs. 65—2—85)
<i>Lorry Cleaners, Cleaners</i>	.. (282)	(Rs. 55—1—65—2—75)
<i>Peons</i>	.. (2,062)	} (Rs. 50—1—60)
<i>Watchmen</i>	.. (364)	
<i>Sweepers</i>	.. (113)	
<i>Cycle Orderlies</i>	.. (5)	
<i>Malies</i>	.. (2)	
<i>Sectional Peons</i>	.. (40)	

73.303. The non-technical service of the Public Works Department consist of various categories of supervisory, clerical and class IV staff. The subordinate ministerial staff could be classified into two distinct categories *viz.*, Administrative/General ministerial staff and the Accounts Establishment. Various posts in the general ministerial staff and Class IV staff correspond to similar posts in the other departments and modes of recruitment in respect of these posts could continue to be as they are and the scales of pay may be revised as indicated in Chapter 4.

73.304. The scales of pay for the Accounts staff may be the same as those for corresponding posts in the State Accounts Department.

73.305. The Adviser has suggested that separate scales of pay should be given to the Stenographers and to the Typists and that they need not be in the scale of pay applicable to clerical staff and be given a special pay. For the reasons given in Chapter 4 the Commission does not agree with this suggestion and recommends that the existing procedure may continue.

73.306. The Adviser has also suggested that the Second Division Clerks must also know typing, so that when necessity arises, they might be able to attend to typing of letters or notes. The Commission has examined this question and considers that it is not necessary that every second Division Clerk should also have additional qualification of typing.

Work Charged Establishment

73.307. The Work Charged Establishment constitutes a very big branch of the Public Works Department. Some of the members of this establishment have been in charge of maintenance works while others are in charge of construction works. Government have already taken a decision in the year 1965 that certain categories of work charged establishment should be made permanent; but, it has been represented to the Commission that no specific action has been taken in pursuance of this decision and the orders. It is also represented that a reasonable proportion of persons working in the work charged establishment should be made permanent.

73.308. The Adviser has suggested that the entire Work Charged Establishment engaged in maintenance works and 40 per cent of the Work Charged Establishment in the construction works should be made permanent and that senior persons in the cadres concerned should be confirmed against these permanent vacancies. The Commission agrees with this view and recommends that action may be taken accordingly. There are 108 categories in the work Charged Establishment. A statement indicating the designations of these cadres and the existing scales of pay is appended. The members of the Work Charged Establishment cannot be treated on the same footing as Government Servants for the purpose of determining the revised scales of pay. The Commission, therefore, recommends that purely as an *ad hoc* measure the emoluments of Work Charged Establishments at various levels may be increased by 20 per cent; the other

terms and conditions of their service may remain as they are at present. The Adviser has suggested that such of the members of the Work Charged Establishment as are posted to work in Project areas should be eligible for project allowance to the same extent as the members of the regular establishment. The Commission considers this to be a reasonable suggestion and recommends that action may be taken accordingly.

73.309. The Adviser has suggested the medical facilities that are now extended to the Government employees should also be extended to the members of the work charged establishment. Since they are, for some purposes, like wholetime Government employees, the Commission recommends that action may be taken accordingly.

73.310. The Adviser has pointed out that the strength of the work charged establishment in certain construction works and in maintenance units is much more than it should be and has suggested that after a detailed examination of the existing position with reference to the actual requirements for the jobs, it might be possible, on the basis of approved norms, to reduce the establishment to some extent. The Commission has suggested in para 73.9 that matters of common interest to the various zones should be handled by the Board of Chief Engineers. This subject would come under the category of common subjects and it is, therefore, recommended that the Board of Chief Engineers may be asked to get the position examined in detail, prescribe norms of work for the various categories of establishment and determine the actual number of persons to be retained in each of the existing units on the basis of these norms.

73.311. The Commission found considerable difficulty in proposing revised scales of pay for posts for which Cadre and Recruitment Rules have not been framed and the qualifications of the existing members were not indicated. The scales now proposed have been proposed taking into consideration the present scales for such posts and on the assumption that the qualifications to be prescribed for appointment to such posts would be more or less the same as are prescribed for other posts carrying similar scales of pay. If Government eventually prescribe lower qualifications for such posts, the scales of pay for such posts would have to be refixed suitably.

Special Pay

73.312. Special pay was attached to the following posts until they were discontinued with effect from the dates noted against them :—

Deputy Chief Engineers (Executive Engineers)	Rs. 75 per month.	} 31-12-1963
Working in Administrative offices.		
Technical Assistants (Assistant Engineers in administrative offices).	Rs. 50 per month.	
Junior Engineers in Administrative offices ..	Rs. 15 per month.	

Superintending Engineers (Designs)	..	Rs. 75 per month.	} 1-4-1968
Executive Engineers (Designs)	..	Rs. 75 per month.	
Junior Engineers (Designs)	..	Rs. 15 per month.	

73.313. The Adviser has suggested that special pay might be given to the Deputy Chief Engineers at Rs. 75 per month and to Superintending Engineers at Rs. 100 per month, to Executive Engineers at Rs. 75 per month, to Assistant Engineers at Rs. 50 per month and to Junior Engineers at Rs. 25 per month when they are working in the Central Designs Organisation.

73.314. In accordance with the general principles laid down by the Commission in Chapter 5 no special pay need be given to these officers.

Special pay to Officers working in the Architectural Organisation

73.315. The Commission has suggested in the case of the Town Planning Department that all the technical posts should be filled by taking on deputation officers of the Public Works Department who have the necessary qualification in Town Planning and has suggested that officers with such specialised qualification may be given special pay so long as they work in the Department of Town Planning so that it would be an incentive to them to work in posts, duties and responsibilities of which are different from those attached to posts in the parent department. The same principle applies to the unit of the Chief Architect. The Commission recommends that in these cases also special pay at the following rates may be given to the technical officers who are on deputation to the Chief Architect's unit so long as they work on such deputation and provided that they have the requisite special qualification.

Deputy Architect	..	..	Rs. 75 per month
Assistant Architect	..	..	Rs. 50 per month
Junior Architect	..	..	Rs. 25 per month
Architectural Draughtsman	..	..	Rs. 15 per month

Special Pay to the staff of the Mysore Engineering Research Station, Krishnaraja Sagar

73.316. Government in the Public Works and Electricity Department have suggested grant of special pay to the staff of the Mysore Engineering Research Station, Krishnaraja Sagar, which they were drawing till the Government Order of 18th October 1963 relating to rationalisation of allowances came into effect.

73.317. In accordance with the general principles laid down by the Commission in Chapter 5 the staff of the Research Station will not be entitled to any Special Pay.

Project Allowance

73.318. The Adviser has recommended that the Project allowance might be paid to officers employed on the construction and Investigation of Irrigation and Hydro-Electric Projects at Rs. 150 per month to Superintending Engineers at Rs. 125 per month to Executive Engineers and at 20 per cent of the pay subject to the maximum and minimum limits of Rs. 100 and Rs. 30 per month respectively to others.

73.319. The Commission has already made its recommendation in regard to the payment of Project allowance in Chapter 6. The principles indicated therein would apply to the officers of the Public Works Department also. The Commission does not consider it necessary to provide to the officers of the Public Works Department amenities, and facilities other than those specified therein.

Non-Practising Allowance

73.320. Some officers of this Department have requested for permission to have private practice on the analogy of the officers of the Department of Health and Family Planning Services. The Adviser has stated that private practice would be detrimental to the Public interest and has added that non-practising allowance is allowed in the Medical Department the payment of such allowance would be justified in the case of Engineers also.

73.321. All the officers in the employ of the State are wholetime Government Servants and they are expected to place their services at the disposal of Government exclusively. The question of allowing them to have private practice does not arise. If the suggestion regarding the payment of non-practising allowance to the Engineers is accepted, then the specialists in other Departments like Agriculture and Animal Husbandry Services may also claim this allowance on the ground that they are not allowed to have private practice and this will lead to all sorts of anomalies. For example, an Administrator may also claim non-practising allowance on the ground that he is not allowed to give private advice to companies in regard to managerial or administrative aspects of their working.

73.322. The principle involved in payment of such allowance to the Doctors in the Department of Health and Family Planning Services is different and this has been dealt with in Chapter 52 relating to that Department.

73.323. In view of these circumstances, the Commission cannot accept the suggestion regarding payment of non-practising allowance to Engineers.

Delegation of Powers

73.324. The Adviser has suggested the delegation of certain powers to the officers at various levels in the Department. The Commission has considered the suggestion and agrees that powers may be delegated on the lines indicated by the Adviser. A statement furnishing the views of the Adviser is found at Annexure X—(Part III Chapter 15) of his Report which is annexed to this Report. The Commission recommends that the powers may be delegated to the officers at various levels accordingly.

Statement showing the existing pay scales of Work-charged Establishment

Sl. No.	Designation	Existing Scales	
General Section (Roads and Buildings)			
1.	Senior Work Inspectors Maistries (Senior) Selection Scale	Rs. 80—3—110—4—130—5—150	
2.	Work Inspectors Grade I Karkuns, Road Inspectors Grade I, and Temporary Maistries		Rs. 70—1—80—2—100
3.	Work Inspectors Grade II Labour Maistries Gang Maistries, etc.			Rs. 55—1—65—2—75
4.	Literate Cooly or Head Cooly or Mukadams (New Entrants).	Rs. 55—1—65	
Skilled Labour			
1.	Grader	Rs. 70—2—80—3—110	
2.	Carpenter		
3.	Brick Layer		
4.	Mason		
5.	Plumber		
6.	Blaster		
7.	Painter		
8.	Black-smith	Rs. 55—1—65—2—75	
9.	Assistant Blaster	Rs. 50—1—60	
10.	Hammerman	Rs. 50—1—60	
11.	Bellowboy	Rs. 50—1—60	
12.	Gardner or Avenue Plant Cooly	Rs. 50—1—60	
Miscellaneous Establishment			
1.	Computors (Employed in Office)	Rs. 80—3—110—4—130—5—140	
2.	Caretaker	Rs. 55—1—65—2—75	
3.	Helper (All Types)	Rs. 50—1—60	
4.	Bookbinder		
5.	Lascars		
6.	Cook or Butler or Messman	Rs. 50—1—60	
7.	Watchman, Bungalow Chowkidar or Attender	Rs. 50—1—60	
8.	Scavengers or Sweepers (full time)		
9.	Miscellaneous Coolies (Tappal Coolies, etc. Stores Coolies, etc.)		
B. Irrigation Branch			
1.	Sarang	Rs. 110—3—140	
2.	Assistant Sarang	Rs. 82—2—105	
3.	Sluice Mason or Mensurer	Rs. 70—2—80—3—110	
4.	Sluiceman	Rs. 55—1—65—2—75	
5.	Sluice Helper	Rs. 55—1—65	
6.	Valveman	Rs. 55—1—65	
7.	Gauge Render or Gauge Karkun		
8.	Head Sowdies	Rs. 55—1—65	
9.	Sowdies or Pathkaries	Rs. 50—1—60	

Statement Showing the existing pay scales of Work-charged Established—(Contd.)

Sl. No.	Designation	Existing Scales
<i>C. Mechanical Section</i>		
1.	Head Fitter	.. Rs. 80—3—110—4—130—5—140
2.	Fitter	.. Rs. 60—1—70—2—90
3.	Assistant Fitter	.. Rs. 55—1—65—2—75
4.	Mechanic	.. Rs. 80—3—110—4—130—5—140
5.	Assistant Mechanic	.. Rs. 55—1—65—2—75
6.	Turner	.. } Rs. 70—2—80—3—110
7.	Welder	
8.	Moulder	
9.	Tool Keeper	.. Rs. 55—1—65—2—75
10.	Foreman	.. Rs. 110—5—150—6—180—10—200.
11.	Assistant Foreman	.. Rs. 80—3—110—4—130—5—140
<i>C. (b) Mechanical Transport Section</i>		
1.	Lorry Mechanic	.. Rs. 80—3—110—4—130—5—140
2.	Lorry	.. } (Drivers) Rs. 70—2—80—3—110 (Old Entrants). Rs. 70—1—80—2—100 (New Entrants)
	Truck	
	Jeep	
	Van	
	Tractor, etc.	
3.	Diesel Road Roller Driver	.. } Rs. 70—2—80—3—110
4.	Steam Road Roller Driver	.. } (Old Entrants)
5.	Mortar Mills Driver	.. } Rs. 70—1—80—2—100
6.	Concrete Mixer Driver	.. } (New Entrants)
7.	Fireman	.. } Rs. 55—1—65—2—75
8.	Cleaner	
9.	Heavy Earth moving Machinery Drivers	.. } Rs. 150—8—190—10—240
	Shover Operators	
	Bull Dozer Operators	
	Grader Operators	
	Scraper Operators	
10.	Heavy Earth moving Machinery helpers	.. } Rs. 70—2—80—3—110
11.	Time Keeper	.. Rs. 70—2—80—3—110

Statement showing the existing pay scales of Work-charged
Establishment—(Concl'd.)

<i>Sl. No.</i>	<i>Designation</i>	<i>Existing Scales</i>
<i>D. Electrical Section</i>		
1.	Station Attendant	Rs. 70—2—80 3—110
2.	Lineman	Rs. 55—1—65 2—75
3.	Telephone Maistry or Operator	Rs. 70—2—80 3—110
4.	Telephone Attender	Rs. 55—1—65 2—70
5.	Electric or Telephone Mechanic	Rs. 70—2—80—3—110
<i>E. Motor Launch Section</i>		
1.	Mechanic	Rs. 80—3—110—4—130—5—140
2.	Launch Driver	Rs. 70—2—80—3—110
3.	Launch Assistant Driver	Rs. 55—1—65—2—75
4.	Boorman	Rs. 50—1—60—2—70
5.	Ticket Collector	Rs. 55—1—65—2—75
<i>F. Pumping Section</i>		
1.	Maistry	Rs. 80—3—110—4—130—5—140
2.	Pump Attender	Rs. 50—1—60
3.	Pump Driver Air Compressor	Rs. 70—2—80—3—110
4.	Plumber	Rs. 60—1—70—2—90

CHAPTER 73

Public Works Department.

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Engineer (including Chief Architect)	10	1,300—50—1,800	1,800—100—2,000 (Selection Grade) (1 post). 1,300—60—1,600—50—1,800 1,100—50—1,300—60—1,600 I. P. S. Scale	Includes Deputation posts.
2.	Superintending Engineer	36	900—40—1,100—50—1,300 I. P. S. Scale	700—40—900—50—1,200	
3.	Security Officer	1	600—40—1,000	700—40—900—50—1,200	
4.	Executive Engineer	183	600—40—1,000	+ Special pay Rs. 75 p.m.	
5.	Deputy Chief Architect	1	600—40—1,000	700—40—900—50—1,200	
6.	Research Officer	1	600—40—1,000	700—40—900—50—1,200	
7.	Chief Accounts Officer	3	600—40—1,000	700—40—900—50—1,200	
8.	General Assistant	1	350—25—650—30—800	400—30—700—EB—40—900	Post to be abolished.
9.	Assistant Accounts Officer	6	350—25—650—30—800	400—30—700—EB—40—900	
10.	Senior Geologist	1	350—25—650—30—800	350—25—600—30—780—EB—40—900	
11.	Assistant Engineer	792	300—25—550—30—700	350—25—600—30—780—EB—40—900	
12.	Assistant Architect	4	300—25—550—30—700	+ Special Pay Rs. 50 p.m.	
13.	Geologist	1	300—25—550—30—700	350—25—600—30—780—EB—40—900	
14.	Assistant Research Officer	..	300—25—550—30—700	350—25—600—30—780—EB—40—900	
15.	Health Officer	1	300—25—550—30—700	400—30—700—EB—40—900	
16.	Registrar	19	250—20—350—25—500	275—20—375—EB—25—525	To be designated as Headquarters Assistants.

Public Works Department—(contd.)

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
17.	Statistician	1	250-20-350-25-500	275-20-375-EB-25-525	To be designated as Junior Assistant-Engineers.
18.	Junior Engineer	2044	250-15-400	(680) } 300-25-550-EB-30-700 (1364) } 275-20-375-EB-25-525 + Special pay Rs. 25 p.m.	To Junior Architects
19.	Manager Grade I	28	225-10-285-15-375	250-10-300-15-420-EB-20-500	
20.	Stenographer (Selection Grade)	2	225-10-285-15-375	250-10-300-15-420-EB-20-500	
21.	Head Draughtsman	12	225-10-285-15-375	275-20-375-EB-25-525	(For Head Draughtsman Grade I).
				250-10-300-15-420-EB-20-500.	(For Head Draughtsman Grade II).
22.	Architectural Draughtsman	5	225-10-285-15-375	275-20-375-EB-25-525	
23.	Statistical Draughtsman	1	225-10-285-15-375	275-20-375-EB-25-525	
24.	Store Manager	1	225-10-285-15-375	250-10-300-15-420-EB-20-500	
25.	Circle Inspector of Police	2	225-10-285-15-375	275-20-375-EB-25-525	
26.	Accounts Superintendent	120	220-10-320-15-440	250-10-300-15-420-EB-20-500	
27.	Agricultural Overseer	6	200-10-250-15-400	250-10-300-15-420-EB-20-500	
28.	Assistant Geologist	3	200-10-300-15-375	225-10-305-15-350-EB-20-450	
29.	Chemical Engineer	1	200-10-300-15-375	275-20-375-EB-25-525	
30.	Mathematical Assistant	1	200-10-300-15-375	275-20-375-EB-25-525	
31.	Manager Grade II	125	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent Grade I.
32.	Stores Superintendent	17	180-10-320	200-10-280-15-370-EB-20-450	
33.	Medical Officer	3	175-10-225-15-300-20-400	200-10-280-15-370-EB-20-450	
34.	Chemist (Senior Grade)	2			
35.	Graduate Laboratory Assistant	1	150-8-190-10-320-15-350	175-10-275-15-350-EB-20-450	

Public Works Department—(contd)

Sl. No.	Designation	Number of posts	Rs.		Remarks
			Existing scale of pay and special pay	Recommended scale of pay and special pay.	
36.	Supervisor	..	2750	150-8-190-10-320	175-10-275-15-350-EB-20-450 250-10-300-15-420-EB-20-500 (Selection Grade).
37.	Mechanical Foreman	..	1		
38.	Shift Engineer	..	1		
39.	Research Assistant (Diploma Holder)	..	3	150-8-190-10-320	175-10-275-15-350-EB-20-450
40.	Draughtsman	..	874		
41.	Electrical Supervisor	..	2		
42.	Senior Operator	..	4		
43.	Electrician	..	2		
44.	Water Analyst	..	1	150-8-190-10-320	170-5-180-8-220-EB-10-300
45.	Senior Statistical Assistant	..	12	150-8-190-10-270	
46.	Sub-Inspector of Police	..	3	150-8-190-10-270	
47.	Sarang	..	1	150-8-190-10-250	175-10-275-15-350-EB-20-450
48.	I Class Wireman and Mechanic	..	49	150-8-190-10-240	
49.	Heavy Machine Operator	..	5	150-8-190-10-240	
50.	Foreman Emulsion Plant	..	1	140-5-150-8-190-10-250	
51.	Foreman	..	7	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300
52.	Model Making Artist	..	1	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300
53.	Photographer	..	3	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300
54.	Revenue Surveyor	..	3	140-5-150-8-190-10-250	140-5-150-8-190-EB-10-260-15-290
55.	Senior Health Inspector	..	4	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300
56.	I Division Accounts Clerk	..	389	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290
57.	I Division Store Keeper	..	80	120-5-150-8-190-10-240	170-5-180-8-220-EB-10-300
58.	I Division Clerk	..	838	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290
59.	Stenographer	..	131	110-5-150-6-180-10-220 + Spl. Pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290-Spl. Pay Rs. 30 p.m.
				110-5-150-8-190-10-260-15-320.	175-10-275-15-350-EB-20-450

Public Works Department—(contd.)

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Rs.		Recommended scale of pay and Special Pay	Remarks
60.	Revenue Inspector	..	2	110-5-150-6-180-10-220		140-5-150-8-190-EB-10-260-15-290.	
61.	Assistant Draughtsman (Certificate Holder)	..	381	110-5-150-6-180-10-220		130-5-170-6-200-EB-10-240	
62.	Operator	..	14	110-5-150-6-180-10-220		130-5-170-6-200-EB-10-240	
63.	Electrical Operator	..	6	110-5-150-6-180-10-220		175-10-275-15-350-EB-20-450	
64.	Research Assistant (Graduate in Science)	..	8	110-5-150-6-180-10-220		140-5-150-8-190-EB-10-260-15-290.	
65.	Chemist (Junior Grade)	..	3	110-5-150-6-180-10-220		130-5-170-6-200-EB-10-240	
66.	Meter/Water Inspector (Qualified)	..	5	110-5-150-6-180-10-220		130-5-170-6-200-EB-10-240	
67.	Junior Statistical Assistant	..	33	110-5-150-6-180-10-220		140-5-150-8-190-EB-10-260-15-290.	
68.	I Class Wireman and Mechanic (Lower Grade)	..	134	100-5-150-6-180		130-5-170-6-200-EB-10-240	
69.	Junior Health Inspector	..	3	100-5-150-6-180		110-4-130-5-170-EB-6-200	
70.	II Division Store Keeper	..	70	90-3-150-5-180		95-3-125-4-145-EB-5-200	
71.	Head Constable	..	9	85-2-105		95-3-125-4-145-EB-5-200	
72.	Natik (M.S.R.P.)	..	1	85-2-105		95-3-125-4-145-EB-5-200	
73.	Work Inspector	..	47	80-3-110-4-130-5-180		95-3-125-4-145-EB-5-200	
74.	Maistry	..	9	80-3-110-4-130-5-180		95-3-125-4-145-EB-5-200	
75.	II Division P.W.D. Clerk	..	1827	80-3-110-4-130-5-150		95-3-125-4-145-EB-5-200	
76.	II Division Account Clerks	..	405	80-3-110-4-130-5-150		95-3-125-4-145-EB-5-200	
77.	Typist	..	514	80-3-110-4-130-5-150 + Spl. Pay Rs. 10 p.m.		95-3-125-4-145-EB-5-200	
78.	Water Inspector (Un-qualified)	..	..	80-3-110-4-130-5-150		95-3-125-4-145-EB-5-200	
79.	Tracer (S.S.L.C.)	..	393	80-3-110-4-130-5-150		110-4-130-5-170-EB-6-200	
80.	Tracer (Non-S.S.L.C.)	..	..	70-2-80-3-110		95-3-125-4-145-EB-5-200	

Public Works Department—(contd.)

No.	Designation	No. of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
81.	Computer	21	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
82.	Blue Printer Grade I	17			
83.	Blue Printer Grade II	21	70-2-80-3-110	85-2-95-3-125-EB-4-145	
84.	Meter Reader	25			
85.	Mustering Karkoon	1			
86.	Helper	2			
87.	Assistant Photographer	2			
88.	Transport Superintendent	2	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
89.	Sectional Irrigation Karkoon	9			
90.	Canal Inspector	11			
91.	Gauge Karkoon	1			
92.	Measurer	12			
93.	Canal Karkoon	1			
94.	Telephone Operator	2	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
95.	Revenue Surveyor	1			
96.	Head Master	1			
97.	Assistant Master (S.S.L.C.)	21	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
98.	Assistant Master (Non-S.S.L.C.)	..	65-1-70-2-90	95-3-125-4-145-EB-5-200	
99.	Compounder	4			
100.	Mechanic	20	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
101.	Black-smith (Welding)	5			
102.	Shroff	3	80-3-125		
103.	II Class Wireman & Mechanic	176	80-3-110	95-3-125-4-145-EB-5-200	
104.	Lift Mechanic- <i>cum</i> -Attender	1	80-3-110		
105.	Mid-wife	5	70-2-80-3-125	95-3-125-4-145-EB-5-200	
106.	Mechanical Driver	8	70-2-80 3 110	85-2-95-3-125-EB-4-145	
107.	Fitter	17	70-2-80-3-110		
108.	Fitter	22	60-1-70-2-90	80-2-90-3-120-4-140	


Public Works Department—(contd.)

Sl. No.	Designation	Number of Posts	Existing scale of pay and Special Pay	Recommended Scale of pay and Special Pay.	Remarks
			Rs.	Rs.	
109.	Welder and Turner	2			
110.	Line Mechanic	3	70-2-80-3-110	80-2-90-3-120-4-140	
111.	Black Smith	1			
112.	Mason	14	70-1-80-2-100	80-2-90-3-120-4-140	
113.	Road Inspector (I Grade)	72	70-1-80-2-100	85-2-95-3-125-EB-4-145	
114.	Lorry Driver, Truck Driver, Van Driver, Engine Driver, etc.	5	70-2-90	85-2-95-3-125-EB-4-145	
115.	Jamedar	11	65-2-85	80-2-90-3-120-4-140	
116.	Daffedar	88	65-2-85	85-2-95-3-125-EB-4-145	
117.	Attendar	9	65-2-85	80-2-90-3-120-4-140	
118.	Daftri and Mutehi	1	60-1-70-2-90		
119.	Leading Fireman	1			
120.	Steward	1			
121.	Bill Collector	1	60-1-70-2-90	80-2-90-3-120-4-140	
122.	Shift Mechanic	1			
123.	Artisan	38			
124.	Helper	4			
125.	Head Gardener	2			
126.	Maistry	22			
127.	Male-Manegar	10	55-1-65-2-85	65-1-75-2-95	
128.	Maity-cum-Cook, Cook, Maity-cum-Caretaker	1			
129.	Gauge Reader	2			
130.	Filter-Mate	8			
131.	Mason	17			
132.	Carpenter				

Public Works Department—(contd.)

No.	Designation	No. of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
133.	Time-Keeper	3			
134.	Road-Inspector Grade II	29			
135.	Head Watchman	29			
136.	Helper	62	55-1-65-2-75	65-1-75-2-95	
137.	Oilman	9			
138.	Maity	71			
139.	Line-man	3			
140.	Cleaner, Lorry Cleaner, etc.	282	55-1-65-2-75	60-1-80-2-90	
141.	Telephone Attender	4			
142.	Black-smith	2	55-1-65-2-75	65-1-75-2-95	
143.	Sargent	6			
144.	Khalasi	33	55-1-65	65-1-75-2-95	
145.	Assistant Gardener	1			
146.	Maistry	86			
147.	Water Man	9			
148.	Gardener, Lasker	50			
149.	Bellow Boy	1			
150.	Hammer-man, Soudies, Tindals	25			
151.	Peon	2,062			
152.	Watchman	364	50-1-60	60-1-80-2-90	
153.	Sweeper	113			
154.	Cycle-orderly	5			
155.	Mali	2			
156.	Patkaries	34			
157.	Field-man	30			
158.	Surgery Cooly	1			

Public Works Department—(Concl'd.)

Sl. No.	Designation	Number of posts	Existing scales of pay and special pay	Recommended scales of pay and special pay	Remarks
			Rs.	Rs.	
159.	Karkoon	130	 सत्यमेव जयते		
160.	Fireman	17			
161.	Kansana (Messman)	2			
162.	Cleaner	39			
163.	Dispensary Attender	4			
164.	Lady Attendant	2			
165.	Conservancy Daffedar	8		60-1-80-2-90	
166.	Chowkidar	61			
167.	Bungalow Chowkidar	72			
168.	Sectional Peon	40			
169.	Store Mazdoor	26	46-3-85 30-1-60 46-3-85	60-1-80-2-90	
170.	Boatman	2			
171.	Augur Measurer	10			
172.	Augur Mukdani	10			
173.	Fieldman	6			

CHAPTER 74

Department of Endowments

74.1. The Department of Endowments is responsible for ensuring the proper administration of the temples and charitable institutions. Prior to the re-organisation of States, the administrative set up and the Laws in force in each of the integrated areas were different, and they have been continued without any change so far, as the various enactments and Rules have not been replaced by common legislation. The Commission was informed that the question of promoting uniform legislation for the entire State was under the consideration of Government, that the draft Bill was before the Scrutinising Committee, and that after the enactment of the new Act, it would be possible to evolve a common pattern of administration for the entire State.

74.2. This Department is classified as a Major Department and the Commissioner for Endowments is declared the Head of the Department. He is also the Commissioner of Stamps, the Inspector-General of Registration and the Registrar of Societies. The Additional Secretary to Government, Department of Law and Parliamentary Affairs is the Charity Commissioner for the Bombay Area and functions under the Bombay Public Trusts Act, 1950. Excepting for certain common administrative matters, the Commissioner of Endowments is not concerned with the administration of endowments in the Bombay area.

74.3. The Commissioner of Endowments is assisted by a Headquarters Assistant and the requisite subordinate staff at the Headquarters. The Deputy Commissioners of Districts (other than in the Bombay Area) are the District Level officers of the Endowments Department functioning under the relevant Acts and Rules. Some staff has been allotted exclusively for the work pertaining to the Endowments Department in the Offices of the Deputy Commissioners where the work is heavy and in other cases, the work is attended to by the regular staff of the Deputy Commissioners' Offices. There is one Assistant Commissioner functioning under the Hindu Religious and Charitable Endowments Act at Mangalore and his jurisdiction extends over the entire South Kanara District. There is also an Adviser appointed on a token salary of Re. 1 per mensem for giving advice to the Department on technical matters relating to Muzrai Administration.

74.4. The Charity Commissioner is assisted at Headquarters by some ministerial staff working in the Office of the Commissioner for Endowments. There is an Assistant Charity Commissioner at Belgaum and he attends to the work in the Bombay area under the Bombay Public Trusts Act, 1950. He is assisted by requisite subordinate staff—both executive and ministerial.

Separate Staff for the Department

74.5. There is no whole-time Officer exclusively in charge of this Department. At present, the Commissioner of Endowments is saddled with very many duties. He is the Head of other Departments like 'Survey and Settlement', 'Registration', 'Stamps' and 'Registration of Societies'. It was represented that there was need for a whole-time Officer to be in charge of this Department.

74.6. While Endowment work at lower levels in the entire State except in the Bombay area and the Madras area, is being carried on the staff of the Revenue Department, there was separate staff for the work in these two areas. It was represented that there should be separate officers and staff at District, Sub-Divisional and Taluk levels even in the areas other than the Bombay and Madras areas, as the existing structure of the Department did not ensure efficient and proper disposal of work at all levels. It was also represented that the executive staff functioning in the offices of the Assistant Charity Commissioner, Belgaum and the Assistant Commissioner, Hindu Religious and Charitable Endowments, Mangalore, was required to be strengthened as the present staff was not able to cope with the work in these regions which had been increasing steadily. Since Government are considering the question of promoting a new uniform legislation for the entire State and since it cannot be stated at this stage with any degree of accuracy as to what shape the new Legislation may take, the Commission considers that neither the existing structure of the Department nor the number of posts in any of the Districts need be modified until the new Bill is passed into Law. A full time Head for the Department of Endowments may be appointed after the new Bill is passed as he would have to organise the Department under the new Act and that work would naturally require the whole-time attention of an officer of that status.

Charity Commissioner

74.7. It was represented to the Commission that disposals of cases pending before the Charity Commissioner under the Bombay Public Trusts Act, 1950 were very poor. Factual particulars were obtained from the Charity Commissioner regarding the institution and disposal of cases before him during the last few years. It was seen therefrom that as many as 240 cases were pending as on 1st August 1968 inspite of the fact that there were no institutions during several months and that the maximum number of cases instituted in any month was not more than six. The Additional Law Secretary is now appointed as the Charity Commissioner. He is already burdened with other legal work relating to the Secretariat and cannot find time to increase the disposals. Moreover, the litigant public (all from the Bombay area as the Act applies only to that area) have to come all the way to Bangalore for their work. In the interest of expeditious disposal of cases and also in the interest of clients, the Commission considers that it would be desirable to appoint one of the District Judges in the Bombay Area as Charity Commissioner. The Commission, therefore, recommends that the Additional District Judge at Belgaum or Dharwar may be appointed as the Charity Commissioner and that the special pay

which is now being given to the present Charity Commissioner may be given to the Judge who may be appointed as Charity Commissioner. The High Court is also agreeable to this course.

Absorption of Executive Officers of the Madras Area in Government Service

74.8. It was represented before the Commission that the executive officers of the Madras Area should be treated as Government Servants and absorbed in Government service as was done in the Madras State. The Commission considers this representation to be reasonable and recommends that the officials who were appointed under the Hindu Religious and Charitable Endowments Act may be treated as Government servants and absorbed in Government service by amending the Madras Hindu Religious and Charitable Endowments Act as applicable to Mysore State, suitably without waiting for the new legislation. The Commission also suggests that suitable provision may be made in the new legislation in this regard.

Remuneration to Temple Servants

74.9. It was represented to the Commission that temple servants like Archakas were getting only nominal remuneration and that it was necessary to give them adequate salary ranging between Rs. 60 and Rs. 100 per month to enable them to lead a decent life. Archakas are part-time workers and enjoy several perquisites attached to their offices. The Commission does not, therefore, consider it necessary to treat them as Government servants or to give them scales of pay comparable to the scales of pay of Government Servants. The Commission suggests that the existing arrangement under which honorarium is given to them may be continued.

Levy of Darshan fees in the temples.

74.10. It was represented before Commission that the system of levying fees for Darshan of the Deity should be discontinued as this would be a great burden on the poorer sections of the community. The Commission is of the view that no fee may be levied for Darshan of the Deity but that suitable fees may, however be prescribed for "sevas".

Puduvat Funds

74.11. It was brought to the notice of the Commission that 'Puduvats' i.e., endowments made by private individuals for the performance of specific 'sevas' in the temple were misused in several cases and that it would be desirable to set up an Inspectorate in the Department to ensure that the amounts were promptly drawn and properly utilised. The Commission considers that it is not necessary to set up a separate Inspectorate and that the concerned Officers may be held responsible for ensuring that the interests on 'Puduvat funds' are drawn regularly and utilised properly. The Sub-Division Officers may personally ensure during the course of their tours that the amounts have been so drawn and utilised properly.

Safe custody of jewels and other valuables belonging to the temples.

74.12. In the Mysore Area, the jewels and other valuables belonging to the temples are kept in safe custody in the District or Sub-Treasuries while elsewhere, they are often kept with the trustees. The Commission considers that jewels and valuables belonging to the temples may be kept in safe custody in the District or Sub-Treasuries in all the areas as is being done in the Mysore Area.

Cadre and Recruitment Rules and Scales of Pay.

Commissioner of Endowments

74.13. This post is filled by an officer in the senior time-scale of the Indian Administrative Service/Mysore Administrative Service professing the Hindu Religion. The scale of pay for this post may be the same as that prescribed for the service to which the officer belongs.

Headquarters Assistant to the Commissioner of Endowments, the Assistant Commissioners, Hindu Religious and Charitable Endowments, Mangalore, Bellary and Kollegal. The Assistant Charity Commissioner, Belgaum and The Assistant Commissioner, Bangalore Division (Disposal of Temple Lands (6 posts)

(Rs. 350—25—650—30—800)

74.14. While the post of Headquarters Assistant is encadred in the Mysore Administrative Service, Class I Junior Scale, the post of Assistant Commissioner, Hindu Religious and Charitable Endowments, Mangalore is filled by promotion from the cadre of Manager and Muzrai Assistants to the Deputy Commissioners of Bangalore and Mysore. The posts of Assistant Commissioners, Hindu Religious and Charitable Endowments, Kollegal and Bellary and the Assistant Commissioner, Bangalore Division (Disposal of temple lands) have not yet been included in the Cadre and Recruitment Rules of the Department. The scale of pay for the post of Assistant Charity Commissioner, Belgaum is Rs. 350-800 but this post has been temporarily upgraded so long as the present incumbent is working in that post and the scale of pay now fixed is Rs. 600-1000. This post is filled by posting a Judicial officer of the rank of a Civil Judge, Senior Division, Bombay Area or by direct recruitment. The qualification prescribed for direct recruitment is that the person must have been an Advocate enrolled under the India Bar Councils Act for a period of not less than seven years and must be above 45 years of age. It was represented before the Commission that all the posts in the Class I Junior Scale cadre should be made available for promotion from amongst Class II Officers in view of the limited number of higher posts in the Department. The Commission has considered this suggestion and recommends that while the existing arrangements may continue in respect of the post of the Assistant Charity Commissioner, Belgaum, till the new Bill is passed into Law and suitable changes are made after taking into consideration the relevant provisions of the new Act, all the other Class I posts may be filled by promotion of Class II Officers of the Department. The revised scale of pay for these posts may be Rs. 400—30—700—EB—40—900 subject to the understanding

that for so long as the existing incumbent continues in the post of Assistant Charity Commissioner, the scale of pay for this post may be the same as what is applicable to a Civil Judge in the Judicial Department.

Special Tahsildar for Muzrai Works, Bangalore

Muzrai Assistants to the Deputy Commissioners, Bangalore and Mysore

Manager, Head Office and Muzrai Assistant, Bangalore (Disposal of Temple Lands).

(5) (Rs. 250—20—350—25—500)

74.15. While the post of Special Tahsildar, for Muzrai works is filled by deputation of an officer from the cadre of Tahsildar, the posts of Muzrai Assistants to the Deputy Commissioners, Mysore and Bangalore and of the Manager are filled by promotion on the basis of seniority-*cum*-merit from the cadre of Superintendents who have passed the Departmental examinations and completed five years of service as Superintendents. The post of Muzrai Assistant (Disposal of Temple lands) has not yet been included in the Cadre and Recruitment Rules. It was represented before the Commission that all the Class II Posts should be made available for promotion from the cadre of Superintendents and that the condition of five years' service in the cadre of Superintendents should not be insisted upon. In view of the limited chances of promotion available to the officials in the Department, the Commission recommends that the posts of Special Tahsildar for Muzrai works and Muzrai Assistant (Disposal of Temple lands) may also be filled by promotion on the basis of seniority-*cum*-merit from the cadre of Superintendents. The Commission considers that some experience in a supervisory capacity is quite necessary for being considered for promotion to the gazetted posts but suggests that the length of such service in the cadre of Superintendents may be reduced from the present limit of 5 years to 3 years. The Rules of Recruitment may be modified suitably. The revised scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Superintendents Grade I : (6) (Rs. 225—10—285—15—375)

Superintendents Grade II : (3) (Rs. 180—10—320)

74.16. The posts of Superintendents Grade I and Grade II are filled by promotion from the cadre of Superintendents Grade II and I Division Clerks or I Grade Revenue Inspectors respectively. These modes of recruitment are adequate and may be continued. The revised scales of pay for these posts may be Rs. 250—10—300—15—420—E.B.—20—500 and Rs. 200—10—280—15—370—E.B.—20—450 respectively.

Inspectors Grade I/I Division Clerks (including Auditors, Accountants) (28)
(Rs. 110—5—150—6—180—10—220)

II Division Clerks/II Grade Inspectors (41) (Rs. 80—3—110—4—130—5—150)

Stenographers (7) (Rs. 110—5—150—6—180—10—220)

Typists (6) (Rs. 80—3—110—4—130—5—150)

<i>Driver :</i>	(1) — (Rs. 70—1—80—2—100) <i>plus</i> Special Pay of Rs. 12 per month
<i>Attender :</i>	} (3) (Rs. 65—2—85)
<i>Mutchi :</i>	
<i>Daffedar :</i>	

Peons and other Class IV Servants : (33) (Rs. 50—1—60)

74.17. These posts are common to all Departments. The scales of pay for these posts may be those prescribed for similar posts in other Departments. The scales of pay for I Grade Inspectors and II Grade Inspectors may be the same as are applicable to the posts of I Division Clerks and II Division Clerks respectively.

Professors : (6) (Rs. 200—20—400)

Assistant Professors : (6) (Rs. 130—5—150—8—190—10—230)

Prabandha Teachers : (2) (Rs. 75 fixed)

74.18. The posts of Professors and Assistant Professors are filled by direct recruitment of persons who have passed the Praveena Examination in the particular Agama and the Vidvat Examination in any of the Sastras. The posts of Prabandha Teachers are filled by direct recruitment of persons who have passed the Ubhayavedanta Pravarthana Sabha Examination in Prabandha and the Vedanta Vidvata Examination and have good knowledge of Sanskrit. These posts have not yet been included in the Cadre and Recruitment Rules of the Department. All these posts are attached to the Sanskrit Colleges at Mysore and Melkote. The Commission suggests that the posts of Professors may be filled by promotion of Assistant Professors and the posts of Assistant Professors by promotion of Prabandha Teachers if they possess the qualifications prescribed for these posts and if there are no such Prabandha Teachers by direct recruitment of persons who possess such qualifications. The Rules of Recruitment may be framed accordingly. The Professors and Assistant Professors may be given the same scale of pay as officials holding corresponding posts in the Education Department.

74.19 The Department has stated that the Prabandha Teachers have to study hard for a period of ten years, after acquiring a basic knowledge of Sanskrit for securing the qualifications prescribed for the posts and that the Vidvat Examination was considered to be equivalent to the B.A. Degree. The Commission considers that the Prabandha Teachers may be redesignated as Language Pandits and given the same scale of pay as for similar posts in the Education Department.

Agama Pandit (Senior) : (1) (Rs. 180—10—320)

Agama Pandit (Junior and Agama Pandits) : (11) (Rs. 110—5—150—6—180—10—220)

74.20. The post of Agama Pandit (Senior) and two posts of Agama Pandit (Junior) are attached to the office of the Commissioner of Endowments. The other nine posts of Pandits are attached to the Sanskrit College at Melkote. The posts of Agama Pandit (Senior) is filled by promotion from the cadre of Agama Pandit (Junior), while the posts of Agama Pandits (Junior) are filled by direct recruitment of persons who have passed the appropriate Agama Final Examination. It was represented on behalf of the Department that the Agama Pandits working in the Head Office should be absorbed as Professors or Assistant Professors in the Sanskrit Colleges as they were men of great learning. It was also pointed out that there was no necessity for these posts in the Head Office. The Commission

accepts this suggestions and recommends that the Agama Pandits at present working in the Head Office may be absorbed as lecturers, Assistant Professors or Professors, according to their qualifications, in the Sanskrit Colleges at Mysore or Melkote. These officials may be given the same scales of pay as officials holding corresponding posts in the Education Department.

English Teacher : (1) (Rs. 110—5—150—6—180—10—220)

74.21. This post is attached to the Sanskrit College, Melkote and it is filled by a graduate in Arts with Sanskrit and with B.Ed. qualification or M.A., in Sanskrit. The revised scale of pay for this post may be the same as for similar posts in the Education Department.

Junior Engineers : (2) (Rs. 250—15—400)

74.22. These post are filled by taking on deputation officers holding corresponding posts in the Public Works Department. The existing mode of recruitment may continue. The scale of pay for these posts may be the same as is applicable to the corresponding posts in the Public Works Department.

Special pay

74.23. The special pay to the Stenographers and Typists may be regulated in consonance with the general principles laid down by the Commission in Chapter 5. The Special pay of Rs. 12 per mensem which is being paid tot the Driver may be discontinued.

Delegation of Powers

74.24. The existing powers delegated to the various authorities are adequate and no suggestions have also been received regarding the delegation of additional powers. The Commission, therefore, recommends that the existing powers may continue

CHAPTER 74
DEPARTMENT OF ENDOWMENTS

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
1	Commissioner of Endowments	...	<i>Ex-Officio</i> post	...	<i>Ex-Officio</i> post
2	Charity Commissioner	...	do + Spl. pay Rs. 100 p.m.	+ Special Pay Rs. 100 p.m.	<i>Ex-Officio</i> post
3	(i) Headquarters Assistant (ii) Asst. Commissioner, Hindu Religious and Charitable Endowments. (iii) Asst. Commissioner, Bangalore Division (Disposal of temple lands) (iv) Asst. Charity Commissioner	...	350—25—650—30—800	400—30—700—EB—40—900	Existing incumbent of the post of Asst. Charity Commissioner will continue to draw the scale of pay applicable in his parent Department.
4	(i) Special Tahsildar for Muzarai Works, Bangalore. (ii) Muzarai Assistants to the Dy. Commissioners of Bangalore and Mysore. (iii) Muzarai Assistant, Bangalore (Disposal of temple lands) (iv) Manager	...	250—20—350—25—500	275—20—375—EB—25—525	
5	Superintendent Grade I	...	225—10—285—15—375	250—10—300—15—420—EB—20—500	To be designated as Manager.
6	Superintendent Grade II	...	180—10—320	200—10—280—15—370—EB—20—450	To be designated as Superintendent Grade-I
7	I Division Clerks Inspector Grade I (including Accountant and Auditor)	28	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
8	II Division Clerks II Grade Inspector	41	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
9	Stenographer	...	110—5—150—6—180—10—220 + Special Pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 + Spl. pay Rs. 30	
10	Typist	...	80—3—110—4—130—5—150 + Special Pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Spl. pay Rs. 10 p.m.	

Department of Endowments—(concl'd.)

Sl. No.	Designation	Number of posts	Existing scales of pay and Special Pay	Recommended scales of pay and Special Pay	Remarks
1	2	3	4	5	6
11	Professor	...	Rs. 200—20—400	Rs. 250—10—300—15—420—EB—20—500	
12	Assistant Professor	...	130—5—150—8—190—10—230	175—10—275—15—350—EB—20—450 (for graduate trained) 140—5—150—8—190—EB—10—260—15—290 (for graduate untrained)	
13	Prabandh Teachers	...	75 fixed	140—5—150—8—190—EB—10—260 (to be redesignated as Language Pandits). —15—290	
14	Agama Pandit (Senior)	...	180—10—320	175—10—275—15—350—EB—20—450	
15	(i) Agama Pandit (Junior) (ii) Agama Pandit	2 9 }	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
16	English Teacher	...	110—5—150—6—180—10—220	175—10—275—15—350—EB—20—450 (for graduate trained)	
17	Junior Engineer	...	250—15—400	140—5—150—8—190—EB—10—260—15—290 (for graduate untrained)	
18	Driver	...	70—1—80—2—100 + Spl. pay Rs. 12	275—20—375—EB—25—525	
19	(i) Attender (ii) Mutchi (iii) Dafedar	...	65—2—85 65—2—85 65—2—85	85—2—95—3—125—EB—4—145 85—2—95—3—125—EB—4—145 80—2—90—3—120—4—140	
20	Peons and other Class IV Servants	...	50—1—60	80—2—90—3—120—4—140 60—1—80—2—90	

CHAPTER 75

Mysore Revenue Appellate Tribunal

75.1. The Mysore Revenue Appellate Tribunal is constituted under the provisions of the Mysore Land Revenue Act, 1964. According to Section 40 of the Act, the Tribunal should consist of a Chairman of the rank of a Divisional Commissioner and five members, three of whom should be persons who are District Judges and others should be officers having experience in administration of revenue matters not below the rank of a Deputy Commissioner (*i.e.*, not below the rank of officers in the senior time-scale of the Indian Administrative Service/Mysore Administrative Service). Government are further empowered to appoint persons having these qualifications to be Additional Members of the Tribunal for such period as might be specified. Under Section 41 of the Act every Bench should consist of a District Judge and an Officer having experience in administration of revenue matters. There are four Benches currently functioning in the Tribunal. The Tribunal has Bangalore as its Headquarters.

75.2. The Chairman is an officer in the supertime scale of the Indian administrative Service. The Revenue Members are officers in the senior time scale of the Indian Administrative Service and the four Judicial Members are of the rank of District Judges on deputation to the Tribunal. The cause lists are prepared under instructions of the Chairman and the work of the various Benches is regulated suitably.

75.3. The establishment of the Tribunal consists of one Secretary, two Assistant Secretaries and the subordinate staff. It was represented that the staff now working in the office of the Tribunal was not adequate, that the number of cases instituted before the Tribunal was gradually increasing year after year and that the average number of cases filed in a year before the Tribunal was about 5,000. It was also represented that with the existing number of Benches it would not be possible for the Tribunal to dispose of more than about 4,500 cases per year even if all the Benches put forth their best efforts and that as the pendency of cases before the Tribunal was very heavy, it might not be possible to bring down the file to a reasonable level under the existing law and with the existing number of Benches.

75.4. According to sub-section (1) of Section 40 of the Mysore Land Revenue Act, 1964 there shall be a District Judge and an officer having experience in administration of revenue matters on each Bench. In case one Member goes on leave or is otherwise absent, the other Member cannot also function except for attending to routine matters like admission of appeals, issue of stay orders and matters of an interlocutory character. This adds to the delay. Even though the situation is bound to improve if additional Benches are constituted the same difficulties would be encountered in respect of the two men Benches.

75.5. Apart from Labour Courts and Industrial Tribunals the work of which is separate and distinct, the other administrative Tribunals functioning in the State are :—

- (1) The Mysore Co-operative Appellate Tribunal,
- (2) The Mysore State Transport Appellate Tribunal, and
- (3) The Mysore Sales Tax Appellate Tribunal.

75.6. The following table indicates the number of institutions before and the disposals by the Mysore Revenue Appellate Tribunal and the other three Tribunals referred to above :—

Mysore Revenue Appellate Tribunal

Year	Opening Balance	Institutions	Total	Disposal	Closing Balance
1965	3906	6326	10,232	3752	6480
1966	6480	4899	11,379	4633	6746
1967	6746	3657	10,403	4605	5798

Mysore Co-operative Appellate Tribunal

1965	....	441	441	118	323
1966	323	402	725	519	206
1967	206	384	590	450	140

Mysore State Transport Appellate Tribunal

1965	118	634	752	528	224
1966	224	1114	1,338	541	797
1967	797	667	1,464	736	728

Mysore Sales Tax Appellate Tribunal

1965	*	773		772	*
1966	*	414		679	
1967	*	615		372	

* The Department could not furnish the information in respect of these items.

75.7. The number of cases pending before each of these Tribunals as on 1-8-1968 was as follows :—

The Mysore Revenue Appellate Tribunal	4,698
The Sales Tax Appellate Tribunal	145
The Mysore State Transport Appellate Tribunal	644
The Mysore Co-operative Appellate Tribunal	177

75.8. The Commission examined the feasibility of merging all these Tribunals into a Single Tribunal as some of them have very inadequate work while others have remained in heavy arrears. The Commission has studied the question of amalgamation both in the interest of economy in administration and of facilitating quicker disposals in the interest of the litigant public. The present

constitution, jurisdiction and allied matters relating to these Tribunals and the feasibility of merging them with the Revenue Appellate Tribunal are indicated in the succeeding paragraphs.

The Mysore State Transport Appellate Tribunal

75.9. A serving or a retired District Judge is appointed as a one man Tribunal. His jurisdiction under Sub-Section (1) of Section 64 of the Motor Vehicles Act, 1939 is to hear appeals against the orders passed by the Regional Transport Authorities or their Secretaries. But under Sub-Section (2) of Section 64 of the Act read with Rule 178 of the Mysore Motor Vehicles Rules 1963, appeals against the orders passed by the State Transport Authority lie to the Mysore Revenue Appellate Tribunal. If the jurisdiction now vested in the Mysore State Transport Appellate Tribunal is also transferred to the Revenue Appellate Tribunal, then all appeals under Section 64 of the Motor Vehicles Act, 1939 will lie directly to the Revenue Appellate Tribunal and it would then be possible to abolish the independent Transport Appellate Tribunal as now constituted.

The Mysore Sales Tax Appellate Tribunal

75.10. The Mysore Sales Tax Appellate Tribunal consists of Three Members—a Chairman who should be a Judicial Officer not below the rank of a District Judge and one Member who should be an officer of the Commercial Tax Department not below the rank of a Deputy Commissioner and another Member who should be a non-official, practising the profession of accountancy for a period of not less than five years and who is an Accountant as defined in the Chartered Accountant Act, 1949.

75.11. Under Sub-Section (3) of Section 4 of the Mysore Sales Tax Act the function of the Tribunal may be exercised by a Bench consisting of all the Members of the Tribunal or by a Bench consisting of two Members constituted by the Chairman.

75.12. The Commission considers that in case an officer who has had experience as Deputy Commissioner (Revenue) and Deputy Commissioner (Sales Tax) is appointed as a Member of the Revenue Appellate Tribunal he could deal with both Revenue and Sales Tax cases.

75.13. The Commission also considers that it is not necessary to have a Non-Official Member, with knowledge of Accountancy as an experienced Deputy Commissioner (Sales Tax) would be in a position to deal with all points relating to accountancy and calculations. It would then be possible to merge the Sales Tax Tribunal with the Revenue Appellate Tribunal; and abolish the independent Sales Tax Appellate Tribunal.

The Mysore Co-operative Appellate Tribunal

75.14. The Mysore Co-operative Appellate Tribunal consists of a Chairman who should be of the rank of a District Judge who has held such office for not less than three years; and two Members of whom one should be a Joint Registrar of Co-operative Societies and the other should be an Advocate having practical

experience in the Co-operative movement for a period of not less than ten years. The functions of the Tribunal may be exercised by a Bench consisting of all the Members or of any two Members as constituted by the Chairman. Just as in the case of Sales Tax Appellate Tribunal the Commission recommends the amalgamation of the Tribunal with the Revenue Appellate Tribunal as the points raised in such cases present no complication for a Tribunal with a District Judge and another Administrative Officer.

75.15. It may not be necessary to have a Non-official Member who is an Advocate. An officer of the status of Joint Registrar with knowledge of Law and practical experience in the co-operative movement borne on the cadre of the Department, if co-opted would be able to advise the Tribunal when necessary.

75.16. In these circumstances the Commission recommends that a common Tribunal designated as the "Mysore State Appellate Tribunal" may be constituted under a special Act with an officer in the super time scale of the Indian Administrative Service as the Chairman and with the following officers as Members:—

5 officers in the senior time scale of the Indian Administrative Service;

6 officers holding the posts of District Judges.

At present, the Government has no power of supervision or control over the work of the Tribunals and rightly so, as they are quasijudicial bodies and the executive Government cannot appropriately have such powers of supervision and control. The result has, however, been that there are instances of delays and laxity in the disposal of matters before the Tribunals. The Commission, therefore, recommends that the new composite Tribunal may be placed under the control of the High Court which can review the monthly returns of work and issue appropriate instructions in the interest of expeditious disposal as in the case of District Courts.

75.17. Prior to 1964 when the Mysore Land Revenue Act came into force, the Mysore Revenue Appellate Tribunal had its Head Office in Bangalore with one Bench in Belgaum and Benches of the Tribunal itinerating to Gulbarga and Mangalore for the disposal of the cases arising in those areas. The Bench at Belgaum was abolished in 1964 but the Benches at Bangalore were permitted to itinerate to other places in the State and this system is being followed now. The other three Tribunals have their seats in Bangalore only.

75.18. The Commission considers that it would be much better to have local Benches in important stations than to have the system of itineration in the interest of expeditious disposal of cases and in the interest of the litigant public. Under the present system all the appeals etc., have to be filed only at the headquarters and if cases are posted for hearing outside the headquarters the litigants have to incur additional expenditure and if cases are adjourned for any reason, the adjournments will be necessarily of a long duration.

75.19. The following table indicates the number of cases pending before the four Tribunals as on 1-8-1968 which relate to each of the areas:—

Division	Revenue Appellate Tribunal	Sales-tax Appellate Tribunal	State Trans- port Appellate Tribunal	Co-operative Appellate Tribunal	Total
Bangalore	2599	22	253	62	2936
Mysore	1278	30	344	41	1693
Belgaum	589	71	6	52	718
Gulbarga	232	22	41	12	307

75.20. The Commission suggests that Benches of the new Tribunal may be established with one Revenue Member and one Judicial Member each at Mysore and Belgaum in addition to four Benches in Bangalore. The Chairman could have his Headquarters in Bangalore. As the figures pertaining to the Gulbarga Division do not justify the creation of an independent Bench, the Bench at Belgaum may deal with cases arising in the Belgaum and Gulbarga Divisions while the Bench at Mysore may deal with cases arising in the Districts of Mysore Division and the Benches at Bangalore with all other cases.

75.21. It is not necessary that every matter coming up before the Tribunal should be heard by a Bench of two Members. There are matters which are simple and can be disposed of by a single Member, preferably and if necessary by a Judicial Officer. If a Comprehensive Law is enacted vesting the Tribunal with jurisdiction over all these matters and with power to dispose of simple matters by a single Member, the Commission has no doubt that the litigant public would have expeditious disposal of their cases. It may be pointed out that a party aggrieved by the decision of the Tribunal would have still a remedy as at present under Article 226 or 227 of the Constitution of India.

75.22. The Regulations governing the work of the Tribunal may lay down guide lines regarding the categories of cases that could be heard by single Member Benches and Division Benches. Generally speaking first appeals may be heard by Division Benches and second appeals and Revision Petitions by single Member Benches. The Chairman may be empowered to decide in individual important cases in which the position is not clear whether a single Member or a Division Bench is to hear such cases.

75.23. The various Benches may request the Joint Registrar of Co-operative Societies or the Deputy Commissioner of Commercial Taxes whose Headquarters is nearest to the Headquarters of the Bench (but other than the officer against whose decision the appeal is filed) to sit on the Bench as an Additional Member when complicated cases arising under the relevant enactments are heard.

75.24. The Tribunal must have a separate office of its own and the Chairman should be declared as the head of the office of the Tribunal.

75.25. If the Appellate Tribunal has to function as now proposed, the ministerial staff will have to be strengthened suitably by transferring some of the staff now working under the Sales Tax, Co-operative and Transport Appellate Tribunals to the new Tribunal. The Commission recommends that for the present all the ministerial posts which are now existing in the various Tribunals may continue in the new set up excepting for the following posts :

1. Secretary, Sales Tax Appellate Tribunal.
2. Secretary, Co-operative Appellate Tribunal.
3. Manager, Sales Tax Appellate Tribunal.

75.26. The present incumbents of these posts may be reverted to their parent Departments. The Secretary of the new Tribunal would be in overall charge of its entire establishment.

75.27. The work load of several officials in the Secretariat of the Tribunal may be studied for about six months after the new Tribunal is constituted and the strength of the staff regulated in consonance with such study.

75.28. The Mysore State Appellate Tribunal will be a very small unit and the opportunities for promotion available to the staff and officers would be very limited. The Commission therefore recommends that the entire staff attached to the Tribunal may be filled by taking on deputation officials holding corresponding posts in the Revenue Department, the Judicial Department or any other Department like the Department of Commercial Taxes, the Transport Department, the Department of Co-operation etc., as may be considered appropriate. The liens of the officials now working in the various Tribunals may be shifted against corresponding posts in the Revenue Department or such other Department as may be considered appropriate and the officials may be treated as on deputation to the Tribunal.

Representation of State Interests before Tribunals

75.29. Government have appointed an officer in the cadre of Assistant Commissioners as the State representative before the Revenue Appellate Tribunal. He is assisted by three Assistant State Representatives in the Cadre of Tahsildars. These officers represent the interests of the State in cases in which such interests are involved. They have the necessary supporting subordinate staff. In the case of the Commercial Tax Department one of the officers of the rank of Commercial Tax Officer is posted as the State representative, before the Tribunal. He has the necessary supporting subordinate staff.

75.30. Co-operative and Transport Appellate Tribunals have no State Representatives.

75.31. The matters that come up before the Tribunal sometimes involves lakhs of rupees and it is very necessary that the State should be properly and

adequately represented before the Tribunal. The Commission considers that persons from the legal profession, or senior officers who have necessary background both in law and in the special subject with which they are dealing may be appointed as State Representatives before the Tribunal.

75.32. If senior officers are appointed as State Representatives they may be borne on the Cadre of the Department concerned.

Journal of the Tribunal

75.33. It was represented that it would be desirable for the Tribunal to publish journals containing its decisions and judgements. The suggestion does not commend itself to the Commission since the Karnataka Law Journal is already publishing the important decisions of the Tribunal.

Special Pay

75.34. Special pay of Rs. 100 per month is being given to the officers of the Indian Administrative Service who are posted as Members of the Tribunal under the Indian Administrative Service Pay Rules. The Commission has recommended in Chapter 5 that the special pay may be continued at this rate. The Commission considers that it is only right and equitable that whatever special pay is given to any one Member of the Tribunal is given to other Members also. The Commission accordingly recommends that a special pay of Rs. 100 may also be given to the Judicial Members of the Tribunal. The Chairman who would be in the supertime scale of the Indian Administrative Service will not, however, be entitled to any special pay.

75.35. The nature of duties of the Stenographers in the Tribunal is of a more arduous nature than that of Stenographers in the administrative departments as they have to take down orders to dictation from the Members not only in the office but on occasions at their residences. The nature of duties discharged by these Stenographers are more or less the same as those discharged by the Stenographers in the various Courts. The Commission considers that it would be more appropriate to take Stenographers from the Judicial Department on deputation because (1) the nature of duties expected of the Stenographers in the Tribunal is more or less the same as that of their counterparts in the Judicial Department (2) all the ministerial staff in the Tribunal is proposed to be drawn on deputation from other Departments, (3) no special pay is admissible to persons taken on deputation from one Department to another and (4) the scale of pay for the Stenographers of the various Courts is higher than those of the Administrative Departments.

75.36. The existing Stenographers other than those who are working in the Tribunal on deputation may be transferred to the Cadre of Stenographers of the Judicial Department and drawn from there on deputation. Those working on deputation may be reverted to their parent departments.

75.37 It has been represented that special pay may be given to the Cashier of the Secretariat of the Tribunal. Special pay of Rs. 10 per month may be granted in accordance with the general principles laid down in Chapter 5 in respect of officials handling cash.

Scales of pay and allowances

75.38. The Commission has recommended that all the ministerial posts in the Tribunal may be filled by taking on deputation officers from other Departments. The scales of pay as are admissible to them in the parent Department may be given to them while serving in the Tribunal.

Delegation of Powers

75.39. The Chairman of the Tribunal may be classified as the Head of a Major Department and authorised to exercise all the general powers vested in the Heads of Departments under the Manual of Financial Powers.



CHAPTER 75

Mysore Revenue Appellate Tribunal

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
Rs.					
<i>The Mysore Revenue Appellate Tribunal</i>					
1 Chairman		1	I. A. S.		Vide Mysore State Appellate Tribunal.
2 Member		3	Revenue Members : I. A. S.		
		4	Judicial Members :	...	
			1100—50—1200—60—1500		
3 Secretary		1	350—25—650—30—800	400—30—700—EB—40—900	
4 Assistant Secretary		2	250—20—350—25—500	275—20—375—EB—25—525	
5 Superintendent		4	180—10—320	200—10—280—15—370—EB—20—450	
6 First Division Clerk		21	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
7 Second Division Clerk		12	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
8 Stenographer		9	110—5—150—8—190—10—260—15—320	140—5—150—8—190—EB—10—260—15—290	
9 Typist		4	80—3—110—4—130—5—180	95—3—125—4—145—EB—5—200	
10 Attender		4	55—1—65—2—75	85—2—95—3—125—EB—4—145	
11 Jamedar		1	60—1—70—2—90	85—2—95—3—125—EB—4—145	
12 Daffedar		1	55—1—65—2—75	80—2—90—3—120—4—140	
13 Class IV posts		36	50—1—60	60—1—80—2—90	
<i>The Mysore State Road Transport Appellate Tribunal</i>					
1 Member		1	A serving or a retired Judge	...	Vide Mysore State Appellate Tribunal
<i>The Mysore Sales Tax Appellate Tribunal</i>					
1 Chairman		1	District Judge		Vide Mysore State Appellate Tribunal
2 Member		1	1,100—50—1,200—60—1,800		
3 Member		1	900—40—1,100—50—1,300		
		1	Non-Official (Chartered Accountant)		

Mysore Revenue Appellate Tribunal—(contd.)

Designation	Number of posts	Existing scales of pay and Special Pay	Recommended scales of pay and Special Pay	Remarks
			Rs.	
4 Secretary	...	250—20—350—25—500	275—20—375—EB—25—525	
5 Manager	...	150—8—190—10—270	175—10—275—15—350—EB—20—450	
6 First Division Clerk	...	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
7 Second Division Clerk	...	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
8 Stenographer Grade I	...	110—5—150—8—190—10—260—15—320	140—5—150—8—190—EB—260—15—390	
9 Typists	...	80—3—110—4—130—5—180	95—3—125—4—145—EB—5—200	
10 Attender	...	55—1—65—2—75	85—2—95—3—125—EB—4—145	
11 Daffadar	...	55—1—65—2—75	80—2—90—3—120—4—140	
12 Peon	...	50—1—60	60—1—80—2—90	
<i>The Mysore Co-operative Appellate Tribunal</i>				
1 Chairman	...	District Judge: 1,100—50—1,200—60—1,800	...	Vide Mysore State Appellate Tribunal.
2 Member	...	900—40—1,100—50—1,300	...	
3 Member	...	Advocate with practical experience in Co-operative movement	...	
4 Secretary	...	350—25—650—30—900	...	Post to be abolished
5 Superintendent	...	180—10—320	200—10—280—15—370—EB—20—450	To be designated as Superintendent Gr. I
6 Bench Clerk	...	180—10—320	200—10—280—15—370—EB—20—450	
7 First Division Clerk	...	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
8 Second Division Clerk	...	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
9 Stenographer	...	110—5—150—8—190—10—260—15—320	140—5—150—8—190—EB—10—260—15—290	
10 Typist	...	80—3—110—4—130—5—180	95—3—125—4—145—EB—5—200	

Mysore Revenue Appellate Tribunal—(concl'd.)

No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
11	Daffedar	...	1 55-1-65-2-75	80-2-90-3-120-4-140	
12	Process Server	...	1 55-1-65-2-75	65-1-75-2-95	
13	Peon	...	5 50-1-60	60-1-80-2-90	
			<p><i>The Mysore State Appellate Tribunal</i> (To be newly constituted)</p>		
1	Chairman	...	1 I. A. S.		Special pay of Rs. 100 p.m. to be continued
2	Member	...	5 I. A. S. plus Rs. 100 p.m. special pay		Special pay at Rs. 100 p.m. is recommended to judicial members also.
		6	District Judge: 1,100-50-1,200-60-1,800	1,300-60-1,600-50-1,800	

CHAPTER 76

Department of Registration and Stamps

76.1. The Department of Registration and Stamps was re-organised and its cadre strength was refixed as per Notification No. GAD 50 ORR 65, dated 29th November 1965.

76.2. This Department is classified as a Major Department. The Inspector-General of Registration and Commissioner of Stamps, who is holding this post in addition to his principal post as Commissioner for Survey Settlement and Land Records is the Head of this Department. He is an officer in the Senior time-scale of the Indian Administrative Service.

76.3. There are two Headquarters Assistants to assist him generally in the administration and in the implementation of the several Acts and Rules pertaining to the Department. The Headquarters Assistant to the Inspector-General of Registration deals with the Department of Registration and the Additional Headquarters Assistant to the Inspector-General of Registration and Commissioner of Stamps and Ex-Officio Superintendent of Stamps deals with the Department of Stamps. These two posts are in the scale of pay of Rs. 350—800. The ministerial staff in the Head Office consists of Managers, Head Clerks, First Division Clerks, Second Division Clerks, Attenders, Peons, etc.

76.4. The State has been divided into 19 Administrative Divisions co-extensive with the Revenue Districts and the Deputy Commissioners of the respective districts are the Ex-Officio District Registrars, Ex-Officio Deputy Commissioners of Stamps and Ex-Officio Inspectors of Stamps. They are assisted by Headquarters Assistants to the District Registrars and the requisite subordinate staff.

76.5. The Technical Staff in the Office of the Commissioner of Stamps consists of Foreman, Counters and Pressmen. The functions of this Office are to receive stamps of all denominations from the Security Press, to check and to store them and to arrange for their supply to all the Treasuries in the State and to emboss documents on requisitions. For the sake of administrative convenience and to ensure better supervision over the work of the staff, it is proposed to transfer the Superintendent of Stamps along with the technical staff to the control of the Treasury Department. This matter has been examined in Chapter 41. Sub-Registrars of various grades *viz.*, Headquarters Sub-Registrars, First Grade Sub-Registrars and Second Grade Sub-Registrars are in charge of the Sub-Registry Offices. They have been given necessary supporting staff of Clerks, Attenders, etc.

76.6. In 15 specified Taluks, where the work relating to Registration is not heavy, the Taluk Sheristedars of the respective taluks are appointed as Ex-officio Sub-Registrars.

76.7. As regards the administration of the Stamp Act and Rules, below the Deputy Commissioners of Districts, who are the Deputy Commissioners of Stamps and Ex-Officio Inspectors of Stamps, there are the Assistant Commissioners of Revenue Sub-Divisions who are the ex-officio Deputy Commissioners of Stamps in their respective Sub-Divisions. Besides, there are 5 Inspectors of Stamps in the Class I scale of Rs. 350—800, whose duty is to inspect the stamp accounts of stamp vendors, Banks and Offices etc., and to verify whether the applications and documents are duly stamped according to law.

GENERAL

Filing of documents presented for Registration.

76.8. At present, documents tendered for registration are classified into two groups :-

- (i) Documents that are to be copied in the Books Maintained in the Sub-Registrars' Offices ;
- (ii) Documents in respect of which copies are filed under rule 114 of the Rules framed under Section 69 (1) of the Indian Registration Act, 1908.

76.9. Out of 10 lakhs of documents registered in a year in the State approximately 10 per cent of them come under the latter category while the remaining documents require the procedure of copying to be followed. Since the system of copying the documents causes considerable delay in the return of the documents to the parties concerned, apart from the possibilities of committing mistakes in copying, etc., the question of adopting the system of filing duplicate copies of all types of documents, as is in vogue in Madras State, is being considered by Government.

76.10. It is understood that necessary action is being taken to amend the provisions of the Indian Registration Act, 1908 for this purpose.

76.11. While the Commission is in favour of the proposal for adopting the system of filing duplicate copies of all types of documents presented for registration, in view of the obvious advantages of this system, it would like to emphasise the need for making adequate provisions in the rules to ensure that the copies are filed only after due and proper verification and not as a matter of routine.

Bifurcation of Sub-Registry Offices

76.12. The Inspector General of Registration had recommended to Government that the Sub-Registry Offices as noted in the margin might be bifurcated (except in the case of Srirampuram Sub-Registry Office which was proposed to be

trifurcated) in view of the large number of documents registered in these offices. When the matter was referred to the Commission, Government were requested to

- | | |
|----------------------------|------------------|
| 1. Kunigal | 7. Hubli |
| 2. Tumkur | 8. Nanjangud |
| 3. Kanakapura | 9. Maddur |
| 4. Shivajinagar, Bangalore | 10. Belgaum |
| 5. Gandhinagar, Bangalore | 11. Shrirampuram |
| 6. Hassan | 12. Gadag. |

review the question on the basis of a regular work-study and inspection of the documents received and registered in some of the Sub-Registry offices, with reference to the number of documents received for registration each day, the

actual time taken by the Sub-Registrar for scrutiny of each document and the number of documents kept by for detailed scrutiny, etc.

76.13. Accordingly, a work study of some of the Sub-Registry Offices proposed to be bifurcated or trifurcated was conducted and the result of the work study has revealed that although the number of documents registered per day in the different sub-registry offices ranged from 10 to 35, none of the documents was carried over for scrutiny to the next day, the time taken for scrutiny of each document being on an average 10 to 15 minutes and that in many cases it was the copying work and not the work of registration that was in arrears. It is stated that the time taken by the Sub-Registrars for scrutiny of the documents was inadequate, rendering the scrutiny imperfect and liable for error, and that taking the easy and the complicated cases together a Sub-Registrar can scrutinise about 12 documents per day or about 3500 documents per year in a thoroughly satisfactory manner with due regard to the provisions and the procedure prescribed by the Indian Registration Act and the Mysore Registration Rules. Accordingly, it has been suggested by Government that Sub-Registry Offices registering more than 6000 to 7000 documents might be bifurcated so as to see that no Sub-Registry Office has more than 3500 or less than 3000 cases and to reconstitute the Sub-Registry Offices in Bangalore City on these lines by sanctioning two more Sub-Registry Offices.

76.14. After taking into consideration all aspects of the matter including the recommendations of the Mysore Resources and Economy Committee, 1961 (according to which a Sub-Registrar could easily be expected to register about 4000 documents per year and for every increase in the documents registered by about 3000 he should be given the assistance of an Additional Sub-Registrar), the Commission recommends that :

- (i) The Sub-Registry Offices registering more than 7000 documents in a year may be bifurcated and constituted into separate Sub-Registry Offices in such a way that neither of the two Sub-Registry Offices receives less than 3000 documents in a year. The Department may also take up the re-constitution of the Sub-Registry Offices generally with a view to ensure that there are no full fledged Sub-Registry Offices receiving less than 3500 documents in a year, offices with just over 3,000 documents being allowed only in rare and marginal cases ;

- (ii) Pending overall reorganisation or reconstitution of the Sub-Registry Offices generally, the Sub-Registry Offices registering more than 5000 documents per year may be given additional Sub-Registrars of the II Grade, to be designated as Joint Sub-Registrars, as per rule 7 of the Mysore Registration Rules, which provides for the appointment of such Joint Sub-Registrars. Under this set up, the Sub-Registrar and Joint Sub-Registrar will have co-extensive jurisdiction and common office and staff. The Sub-Registrar will receive the documents presented for registration in the office and pass on every alternate document to the Joint-Sub-Registrar ;
- (iii) Comparatively heavy Sub-Registry Offices registering more than 3500 documents annually but less than 5000 documents may be placed in charge of I Grade Sub-Registrars ; and
- (iv) As regards bifurcation of Gadag Sub-Registry Office into 2 Sub-Registry Offices, one at Gadag, and another at Mundargi, on the basis of the documents registered alone, there would be no justification for such bifurcation. However, since the proposal is mooted on the ground of convenience to the public of Mundargi it is suggested that an ex-officio Sub-Registry Office may be opened at Mundargi.

Sanctioning of Additional Clerical Staff for the Sub-Registry Offices

76.15. It is commonly complained that copying work in many of the Sub-Registry Offices has remained in heavy arrears as adequate clerical staff is not sanctioned in time. The clerical and other staff has been and is being sanctioned to the various Sub-Registry Offices according to the scale that had been prescribed by Government under the Manual of Financial powers (1959 Edition). In the Manual as revised in 1967 it has been stated that the Inspector General of Registration is competent to order increase or decrease in the establishment for the Sub-Registry Offices in accordance with the 'prescribed scale' and report the fact to Government and to the Accountant General ; Government have stated in the introduction to this Manual that all previous orders issued on subjects covered by the matters included in the Manual stand superseded. The result, therefore is that there does not appear to be any order now in force regulating the scale with reference to which staff can be sanctioned to the Sub-Registry Offices.

76.16. The scale as prescribed under the Manual of Financial Powers (1959 Edition) has worked generally satisfactorily in the past and is being followed by the Department even now. Under that Manual, (a) Offices registering between 800 and 1,200 documents a year ; and (b) Offices registering between 1,200 and 2,000 documents a year are both given staff at the same scale though they are shown as separate classes of offices. The Commission considers that these two might be clubbed together and that the following classification and scales of establishment might be fixed with certain marginal adjustments :—

- (a) Offices registering less than 1,000 documents a year :
 - One Second Division Clerk
 - One Attender

- (b) Offices registering between 1,000 and 2,000 documents a year consecutively for three years :

Two Second Division Clerks
One Attender

- (c) Offices registering between 2,000 and 3,000 documents a year consecutively for three years :

Three Second Division Clerks
One Attender

N.B :—These scales of establishment apply to the Clerks employed in ex-officio Registry Offices also.

- (d) For every 1,500 documents registered in excess of 3,000 one additional Second Division Clerk.

76.17. The Inspector-General of Registration may examine the extent to which additional staff has to be sanctioned to each of the Sub-Registry Offices on this basis and ensure that the staffing pattern is strictly in consonance with these scales.

76.18. Pending the appointment of additional staff on this basis, the Clerks or Copyist-Clerks in the Sub-Registry Offices may be given some extra remuneration at the rate of Re. 1 for every 600 words copied by them in excess of the standard norms fixed for them, over a period in a calendar month, as recommended in Chapter 6 so as to afford an incentive to them to leave as little copying work as possible in arrears.

Upgrading the 14 posts of Head Quarters Assistants—Class II to Class I

76.19. Of the 19 posts of Head Quarters Assistants to the District Registrars, 5 are Class I posts in the scale of pay of Rs. 350—800 and the other 14 are Class II posts in the scale of pay of Rs. 275—600. It has been represented to the Commission that the 14 posts of Head-Quarters Assistants in the Class II scale might also be upgraded to Class I so as to have uniformity in all the Districts. The posts of Head Quarters Assistants in the Class I scale have been sanctioned both in order to provide promotional opportunities to the Junior Grade Head Quarters Assistants as also to see that experienced and senior officers are posted as Head Quarters Assistants in Districts where the work is relatively heavier. The Commission is therefore, of the view that it is not necessary to upgrade the 14 posts of Head Quarters Assistants to District Registrars in the Class II scale to Class I and accordingly recommends that the *status quo* may be maintained.

Equating the posts of I Grade Sub-Registrars with posts of Head-Quarters Sub-Registrars :

76.20. At present the Headquarters Sub-Registrars in the scale of pay of Rs. 225—375 are Class II Gazetted Officers while the I Grade Sub-Registrars though in the same scale of pay are non-Gazetted and the former category of posts is treated as a promotional post for the persons in the latter category. It has been represented to the Commission that this distinction might be abolished and

both the posts treated as equal in status. There seems to be no rationale behind the distinction. The Commission therefore, recommends that the posts of Head-Quarters Sub-Registrars and I Grade Sub-Registrars may be clubbed together and treated as Class II Officers.

76.21. It was represented to the Commission that these posts might be equated with those of Head-Quarters Assistants to the District Registrars (Class II). This request cannot be conceded since it is essential that the Head-Quarters Assistants to the District Registrars who are required to supervise the work of the Head-Quarters Sub-Registrars and the I Grade Sub-Registrars should be higher in status and in scale of pay.

Conversion of the Ex-officio Sub-Registry Offices into full fledged Sub-Registry Offices

76.22. There are at present 15 Ex-Officio Sub-Registry Offices manned by Taluka Shirestedars as Ex-Officio Sub-Registrars. It has been suggested that these Ex-Officio Sub-Registry Offices might be converted into regular and full-fledged Sub-Registry Offices with full-time II Grade Sub-Registrars. Since it is ascertained that these Ex-Officio Sub-Registry Offices are working satisfactorily and since the work-load in these Sub-Registry Offices does not warrant the appointment of whole time Sub-Registrars, the Commission recommends that the *status quo* may be maintained.

Declaring Bangalore as "Presidency Town"

76.23. It was suggested to the Commission that the Head Quarter of the State, that is, Bangalore might be declared a "Presidency Town" for the purposes of the Registration Act so as to facilitate the registration of documents in Bangalore, irrespective of where the properties in respect of which the documents executed are to be registered, are situated. The Commission, however, does not see any special merit in the proposal and recommends that the existing system for the registration of documents may continue.

Registration of Societies

76.24. At present the work relating to the registration of firms and societies in the State is being attended to in the Office of the Inspector-General of Registration, with a special staff of a I Division Clerk, three II Division Clerks, a Typist and a Peon. It was represented that the work might be decentralised and entrusted to the Deputy Commissioners of Districts, in the interest of expeditious disposal of work. It may be desirable to continue the existing system with a view to guard against registration of bogus Institutions and to ensure a better check over such Institutions. The Commission, therefore, recommends that the existing system under which the Inspector-General of Registration in his capacity as the Registrar of Societies alone registers the Societies may continue.

Upgrading the posts of Attenders as II Division Clerks

76.25. It was represented to the Commission that the posts of Attenders in the Department might be upgraded to those of II Division Clerks on the ground that their duties and functions were more or less similar. On a close examination of the matter it is seen that though the Attenders may sometimes be called upon to assist the II Division Clerks in copying the documents etc. in the exigencies of service, their main function is to maintain records properly and up-to-date, and that the nature of work, duties and responsibilities of the posts of attenders and of II Division Clerks are distinct and different. The Commission has recommended in Chapter 4 that persons in this cadre who are qualified for being appointed as II Division Clerks may be so appointed, the other retained in this cadre till their retirement and that no fresh appointments be made to this cadre. These principles may be applied to the category of officials in this Department also. Such of the persons who are retained as Attenders may discharge the duties attached to these posts so long as they continue in service; in the case of those who are promoted as II Division Clerks and in offices in which there are at present no Attenders, this work may be entrusted to one of the II Division Clerks by suitable readjustment of work.

Watch and Ward arrangement for the Sub-Registry Offices

76.26. It was stated that 55 Sub-Registry Offices located in independent and separate premises had been provided with Watchmen whereas in the case of the other Sub-Registry Offices located in the premises of the Taluk Offices no such posts had been sanctioned nor arrangements made for Watch and Ward of these Offices. It was, therefore, represented that separate posts of Watchmen might be sanctioned for such Offices.

76.27. As already observed in Chapter 9, the Commission is of the opinion that in all such cases where more offices than one are situated in the same building, the head of the office having the largest staff and occupying a major portion of the building should be entrusted with the responsibility of arranging for the Watch and Ward of all the offices, and that for that purpose, a post of Watchman should be sanctioned to such office only, who will be responsible for guarding all the offices in the premises. In the instant case, therefore, the Watchmen appointed to guard the Taluk Offices may be made responsible for guarding the Sub-Registry Offices also, without any extra remuneration being paid to them.

Photo-copying system

76.28. There was a proposal for the introduction of the system of Photo copying of documents as in vogue in Maharashtra and a promise to this effect was also made on the Floor of the House. Preparations were also under way for purchase of the necessary equipment, a few components of which were required to be imported from abroad. However, in view of the dearth of Foreign Exchange and also in view of the proposed introduction of the system of filings of documents referred to in para 76.11 above, the proposal has been dropped.

76.29. The Commission recommends that even if the "filing system" is introduced, the question of introducing the Photo-copying system may be pursued as it has obvious advantages in ensuring economy in the administration and precise and faithful reproduction of the original document at a reasonable cost.

Enhancement of Fees for Registration of Firms and Societies, filing of Annual Returns etc.

76.30. The fees levied for registration of Firms and Societies, filing of Annual Returns, Registration of Documents, etc., were fixed long ago when the general price level was comparatively low and the circumstances were quite different; for example, the fees levied for the Registration of Firms and Societies and for filing of Annual Returns by them are only Rs. 3 and Re. 1 respectively, which are too low considering the work involved in the process etc. The Commission, therefore, recommends that these Fees may be enhanced to Rs. 10 and Rs. 5 respectively.

Cadre and Recruitment Rules and Scales of pay

(i) *Inspector General of Registration and Commissioner of Stamps (1) :*

76.31. This is an *Ex-officio* post held by an Officer in the Senior time-scale of the Indian Administrative Service in addition to his principal charge as Commissioner for Survey, Settlement and Land Records. The same position may continue.

(ii) *District Registrars (19)*

76.32. These are *Ex-officio* posts held by the Deputy Commissioners of Districts. It has been represented to the Commission that the system of having *Ex-officio* District Registrars might be discontinued ; that whole-time posts of District Registrars might be created and these posts filled by promotion of departmental officers. One of the arguments advanced in support of the proposal was that in the present set up, the Deputy Commissioners were not in a position to devote as much attention to the administrative and other work of the Department as was necessary or desirable. In actual practice, however, the Deputy Commissioners are not finding difficulty in attending to the work of the Department, more particularly since there are Head-quarters Assistants exclusively to attend to the work of the Department. Since the work of the Department is being carried on smoothly and satisfactorily under the existing arrangement which has the additional advantage of having officers of the status of Deputy Commissioner as the Head of the Department at the District level, without involving any extra expenditure to Government, the Commission considers that there are no reasons for changing the existing position.

(iii) (a) Headquarters Assistant to the Inspector General of Registration and Commissioner of Stamps (1) (Rs. 350—25- -650—30—800).

(b) Additional Headquarters Assistant to the Inspector General of Registration and Commissioner of Stamps and *Ex-officio* Superintendent of Stamps (1) (Rs. 350—25—650—30—800)

(c) Headquarters Assistant to the District Registrars (Senior Grade) (5) (Rs. 350—25 - 650—30—800).

76.33. According to the existing Rules of Recruitment, these posts are filled by promotion from the cadre of Head-quarters Assistants to the Registers of Districts (Junior Grade) on the basis of seniority-*cum*-merit. The Commission considers that the mode of recruitment to the posts is proper and may be continued. The revised scale of pay for the posts may be Rs. 400—30—700—EB 40—900. It has been recommended in para 28 of Chapter 41 and in para 5 of this Chapter that the post of Additional Headquarters Assistant to the Inspector-General of Registration and Commissioner of Stamps and Ex-officio Superintendent of stamps should be transferred to the control of the Department of Treasuries. The present incumbent of the post may carry the scale of pay of Rs. 400-30-700 EB-40-900 with him when he goes to the Department of Treasuries. On his retirement the post may be equated with those of Treasury Officers / Assistant Directors of Treasuries in the revised scale of pay of Rs. 350—600—30—780—EB 40—900 and filled by transfer from that cadre.

(iv) *Inspectors of Stamp Class I*: (5) (Rs. 350—25—650—30—800)

76.34. These posts are filled by taking on deputation officers from the Junior time scale (Class I) of the Mysore Administrative Service.

76.35. It was represented to the Commission that instead of filling these posts by taking on deputation officers from the Mysore Administrative Service, departmental officers might be appointed to these posts by promotion by selection after giving them necessary training. Since the performance of the duties of the posts requires, officers commanding independence of judgement and who are not amenable to the influence of Presiding Officers, the Commission considers that the existing practice of filling these posts by taking officers on deputation from the Mysore Administrative Service may continue. These posts are sanctioned from year to year. It was represented to the Commission that these posts should be sanctioned on a permanent basis. The Commission agrees with the suggestion and recommends that these posts may be made permanent and that these officers may be authorised to inspect not only the offices of Sub-Registrars, Block Development Officers and Tahsildars as at present, but also other offices of Government in the Departments of Public Works, Forests, Agriculture, Corporation and firms for the limited purpose of their works.

76.36 The scale of pay for these posts may be the same as that for officers of corresponding rank in the Mysore Administrative Service.

(v) *Head-quarters Assistants to the District Registrars (Juniors Grade)*: (14) (Rs. 275—20—375—25—600)

76.37. According to the Rules of Recruitment, these posts are to be filled by promotion from the cadre of Head-Quarters Sub-Registrars on the basis of Seniority-*cum*-merit, the other conditions prescribed for such promotion being that they should have passed the prescribed departmental examinations and put in at least two years of service as Head-Quarters Sub-Registrars.

76.38. It was suggested that 25 per cent of the posts in the cadre might be filled by direct recruitment. After taking into consideration the nature of duties involved and all other relevant factors, the Commission is of the opinion that no

direct recruitment need to be made these posts. The Commission has recommended earlier that the posts of First Grade Sub-Registrars may be clubbed with the posts of Head-Quarters Sub-Registrars and that all of them may be treated as Gazetted Class II Posts. For purposes of promotion from that cadre, the posts of Managers of the Head Office have been equated with the posts of First-Grade Sub-Registrars. These posts may also be included in this combined Class II cadre. The posts of Head-Quarters Assistants (Class II) to the District Registrars may be filled by promotion from the combined cadre of Head-Quarters Sub-Registrars, First Grade Sub-Registrars, and Managers of the Head Office on the basis of seniority-cum-merit. The scale of pay for these posts may be Rs. 300—25—550—EB—30—700.

(vi) *Head-quarters Sub-Registrars (Gazetted)* : (19) Rs. 225—10—285—15—375)

and *First Grade Sub-Registrars (Non-Gazetted)* : (22) Rs. 225—10—285—15—375)

76.39. According to the Rules of Recruitment, the posts of Head-Quarters Sub-Registrars (Gazetted) are filled by promotion from the cadre of First Grade Sub-Registrars and Managers of the Head Office on the basis of seniority-cum-merit and the posts of First Grade Sub-Registrars are being filled by promotion on the basis of seniority-cum-merit from cadre of II Grade Sub-Registrars who have put in not less than two years of service as II Grade Sub-Registrars.

76.40. Since the posts of First Grade Sub-Registrars are recommended to be clubbed together with the posts of Headquarters Sub-Registrars (Gazetted) and formed into a single cadre in the Class II, the posts in this combined cadre may be filled by promotion from the cadre of II Grade Sub-Registrars on the basis of seniority-cum-merit.

76.41. It has been represented that the Headquarters Sub-Registrars and First Grade Sub-Registrars might be given the same scale of pay as that for Tahsildars on the ground that the duties of the posts are as onerous and responsible as those of the Tahsildars. The duties of the posts of Headquarters and First Grade Sub-Registrars are of a standard and routine type and cannot bear comparison with those of Tahsildars either with regard to the responsibility involved or the onerous nature of the duties. These posts may be given the revised scale of pay of Rs. 250—10—300—15—420—EB—20—500.

Managers of the Head Office : (2) (Rs. 225—10—285—15—375)

76.42. When there was only one post of Manager of the Head Office, the post was filled by promotion from the cadre of Head-Clerk, Stamp Section. It is ascertained that after the post of Head-Clerk, Stamp Section was upgraded to that of Additional Manager a proposal was sent to Government to make suitable amendments to the relevant rules governing the recruitment to the posts (of Managers) so as to provide for the appointment to these posts by transfer from the cadre of I Grade Sub-Registrars. The Commission agrees with the suggestion and recommends that the posts may be filled by transfer from the cadre of I Grade Sub-Registrars. The revised scale of pay for these posts may be Rs. 250—10—300—15—420—EB—20—500.

II Grade Sub-Registrars: (130) (Rs. 120—5—150—8—190—10—240)

76.43. As per the rules of recruitment 60 per cent of the posts are filled by direct recruitment, 38 per cent by promotion from the cadre of I Division Clerks of the Department on the basis of Seniority-*cum*-merit and the remaining 2 per cent by promotion from the cadre of First-Grade Stenographers of the Department also on the basis of seniority-*cum*-merit. For direct recruitment, a degree of a recognised University or equivalent qualification is necessary and a probation of one year is prescribed. For promotion from the cadre of I Division Clerks, a pass in the Departmental Examinations with two years of service in the cadre of I Division Clerk is prescribed as the necessary qualification. For promotion from the cadre of Stenographers, they should have passed the departmental examinations, should have put in two years of service as Stenographers and one year of Service as I Division Clerk. The Commission considers that the existing rules governing recruitment to these posts are quite in order and may be continued.

76.44. It has been represented to the Commission that the scale of pay for the posts is meagre and not commensurate with the nature of duties and responsibilities devolving on the posts. The revised scale of pay for the posts may be Rs. 170—5—180—8—220—EB—10—300.

Common Category of Posts

(i) I Division Clerks, Head Clerks and Assistant Store keeper.	(80)	(Rs. 110—5—150—6—180—10—220)
(ii) Stenographer	(1)	(Rs. 110—5—150—6—180—10—220 <i>plus</i> special pay of Rs. 30 p.m.
(iii) II Division Clerks	(396)	(Rs. 80—3—110—4—130—5—150)
(iv) II Grade Typist and Typist- <i>cum</i> -Clerk.	(6)	(Rs. 80—3—110—4—130—5—150) <i>plus</i> special pay of Rs. 10 and Rs. 5 p. m. respectively.
(v) Attenders and Mutchis	(95)	(Rs. 55—1—65—2—75)
(vi) Daffedar	(1)	(Rs. 55—1—65—2—75)
(vii) Peons and Watchmen	(260)	(Rs. 50—1—60)

76.45. The existing rules of recruitment to these posts are quite in order and may be continued. The revised scales of pay for the posts may be the same as those prescribed for corresponding posts in other departments.

Technical Posts

Foreman :	(1)	Rs. 100—5—150—6—180
Counters :	(4)	Rs. 70—2—80—3—110.
Pressmen :	(6)	Rs. 65—1—70—2—90.

76.46. According to the rules of recruitment, the post of Foreman is filled by promotion from the cadre of counters and counters from the cadre of Pressmen; 50 per cent of the posts of Pressmen are filled by direct recruitment from among the candidates who have passed the VII Standard Examination and have knowledge of press work and the remaining 50 per cent of the posts by promotion from the cadre of Class IV Officials, the prescribed qualification being the same as for direct recruitment.

76.47. It was represented to the Commission that the duties devolving on the Foreman and the persons holding the other posts in this section were of a very arduous and responsible nature as they were required to operate on elaborate and cumbersome machines and also handle stamps worth crores of rupees and that the scales of pay sanctioned to them were not commensurate with their duties and responsibilities. It was also represented on behalf of the foreman that the scale of pay for the post should be on par with that for the Foremen in the Department of Printing and Stationery.

76.48. After a detailed examination of the matter based on an on-the-spot study of the work of the personnel in the Section, with a view to establishing proper relativities with corresponding posts in other Departments, it was found that although the quantum of work was large it did not require any technical skill of a high degree. After considering all aspects of the matter, the Commission recommends that the revised scales of pay for the posts of Foreman, Counters and Pressmen may be Rs. 130—5—170—6—200—EB—10—240, Rs. 85—2—95—3—125—EB—4—145 and Rs. 80—2—90—3—120—4—140 respectively.

76.49. The existing mode of recruitment to these posts is in order and may be continued.

76.50. For the sake of administrative convenience and for ensuring better co-ordination of the work with the work of the Treasuries, the Commission has recommended in Chapter 41 that the entire unit may be transferred to the control of the Director of Treasuries.

Special Pay

76.51. Special Pay of Rs. 100 p.m. is being paid to the Inspector-General of Registration in accordance with the Indian Administrative Service Pay Rules. In view of the fact that this Officer is the Head of a Major Department, the Special Pay may be enhanced to Rs. 150 p.m. as recommended in chapter 5.

76.52. Ex-Officio Sub-Registrars in the 15 Ex-Officio Sub-Registry officers are getting a Special Pay of Rs. 10 p.m. for discharging additional duties as ex-Officio Sub-Registrars in addition to their own duties as Taluk Shirestedars. The payment of Special Pay may be continued at this rate in these cases.

76.53. The Foremen and other Technical Staff of the Stamps Section are in receipt of some Special Pay on the ground of their handling stamps worth lakhs of rupees.

76.54. Their scales of pay have been fixed taking into consideration the nature of their duties and responsibilities. The Special Pay that is being given to them may be discontinued.

Delegation of Powers

Headquarters Assistants to District Registrar

76.55. The Headquarters Assistants are assisting the District Registrars in regard to the day to day administrative and technical departmental work. It was represented that the powers delegated to the Headquarters Assistants are not either uniform or adequate so as to enable them to discharge their duties effectively.

76.56. It was therefore, represented that the following powers might be delegated to the Headquarters Assistants:—

- (i) Powers to sanction all Detailed Contingent Bills, Travelling Allowance Bills, Pay Bills, Medical Bills and Refund Bills of subordinate officers and surcharge duty bills payable to local bodies subject to Budget provisions.
- (ii) Powers to accept quotations for supply of articles of stationery, cloth, etc., to subordinate offices subject to Budget Provision.
- (iii) Powers of transferring officials in subordinate offices subject to standing orders.
- (iv) Sanction of increment and leave of officials of subordinate offices as per rules in the Mysore Civil Service Rules.
- (v) To attend to all routine correspondence from subordinate offices and the head office.
- (vi) To register documents and accept sealed covers when the District Registrar is absent from Headquarters.

76.57. It has also been represented that certain powers under the Mysore Civil Services (Classification, Control and Appeal) Rules may also be delegated to the Headquarters Assistants empowering them to impose at least minor penalties.

76.58. Since in the existing set up, the Deputy Commissioners of Districts are the *Ex-Officio* District Registrars, they cannot be expected to attend to all the routine duties of the office and it is only proper that adequate powers should be delegated to the Headquarters Assistants. The Commission, therefore, agrees to the suggestion about delegating the Headquarters Assistants powers listed at (ii) to (vi) above.

76.59. As regards the powers proposed to be delegated to Headquarters Assistants as at (i) in para 76.56, in view of the specific provisions made in article 24 (F) of the Mysore Financial Code empowering the Head of the Department to authorise a Gazetted Government Servant under him to sign bills, etc., the Commission does not consider it necessary to make any recommendations for a specific delegation of powers in this regard.

76.60. The Commission also does not consider it necessary to delegate any powers under the Mysore Civil Services (Classification, Control and Appeal) Rules to the Headquarters Assistants.

CHAPTER 76

Registration and Stamps Department

Designation	No. of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
		Rs.	Rs.	
1. Inspector General of Registration and Commissioner of Stamps.	1	I.A.S.	I.A.S.	
2. District Registrar	19	Ex-officio posts held by the Deputy Commissioners of the Districts concerned. (Encadred in the I.A.S.)	I.A.S.	
3. Headquarters Assistant to the Inspector General of Registration and Commissioner of Stamps.	1	350—25—650—30—800	400—30—700—EB—40—900	
4. Additional Headquarters Assistant to the Inspector General of Registration and Commissioner of Stamps and <i>Ex-Officio</i> Superintendent of Stamps.	1	350—25—650—30—800	400—30—700—EB—40—900	To be transferred to the Treasury Department.
5. Inspector of Stamps	5	350—25—650—30—800	400—30—700—EB—40—900	
6. Headquarters Assistant to the Registrars of Districts (Senior Grade).	5	350—25—650—30—800	400—30—700—EB—40—900	
7. Headquarters Assistant to the Registrars of Districts (Junior Grade).	14	275—20—375—25—600	300—25—550—EB—30—700	
8. Headquarters Sub-Registrars (Gazetted).	19	225—10—285—15—375	250—10—300—15—420—EB—20—500	
9. I Grade Sub-Registrar (non-Gazetted)	22	225—10—285—15—375	250—10—300—15—420—EB—20—500	
10. Manager of the Head Office	2	225—10—285—15—375	250—10—300—15—420—EB—20—500	
11. Head Clerk Stamp Section	1	150—8—190—10—270	No post.	
12. II Grade Sub-Registrars	133	120—5—150—8—190—10—240	170—5—180—8—220—EB—10—300	

Registration and Stamps Department—(concl'd.)

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
13.	I Division Clerk, Head Clerks and Assistant Store-Keeper	80	110—5—150—6—180—8—220	140—5—150—8—190—EB—10—260—15—290	
14.	Stenographer (I Grade)	1	110—5—150—6—180—3—220 + Special Pay of Rs. 30 p. m.	140—5—150—8—190—EB—10—260—15—290 + Special Pay of Rs. 30 p. m.	
15.	II Division Clerk	396	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
16.	II Grade Typist and Typist-cum-Clerk	6	80—3—110—4—130—5—150 + Special Pay of Rs. 10 or 5 p. m.	95—3—125—4—145—EB—5—200 + Rs. 10 p. m. in the case of Typist and 5 p. m. in the case of Clerk-cum-Typist.	
17.	Attenders and Mutchis	95	55—1—65—2—75	85—2—95—3—125—EB—4—145 (Attenders) 80—2—90—3—120—4—140 (Mutchis)	
18.	Daffedar	1	55—1—65—2—75	80—2—90—3—120—4—140	
19.	Peons and Watchman Technical posts	260	50—1—60	60—1—80—2—90	
20.	Foreman	1	100—5—150—6—180	130—5—170—6—200—EB—10—240	To be transferred to the control of the Treasury Department.
21.	Counters	4	70—2—80—3—110	85—2—95—3—125—EB—4—145	
22.	Pressmen	6	65—1—70—2—90	80—2—90—3—120—4—140	

CHAPTER 77

Revenue Department

77.1. Traditionally the Revenue Department concerned itself with the collection of Revenue and the maintenance of Law and Order; at the same time, it has been attending to welfare activities, supervision of the work of Local Bodies and such other Public duties which Government undertook from time to time. It was more of a General Administration and "Residuary" Department than a "Revenue" Department in the strictly limited sense of the term. Latterly, however, many of the Welfare or developmental activities which were formerly being handled by the Revenue Department are being taken over by local bodies like the Taluk Boards and the Village Panchayats, the Community Development Department or by the special agencies of Government like the Social Welfare Department. The Revenue Department nevertheless continues to maintain its position as the General Administration and "Residuary" Department. *Ad hoc* special items of work like Elections, Census and Food and Civil Supplies are entrusted to this Department. Co-ordination of the activities of the various Developmental Departments has been entrusted to the officers of the Revenue Department at the higher levels.

77.2. The Revenue Administration of the State vests in Government but there is no single executive agency answerable to Government for the efficient working of this department in the field. There are four Divisional Commissioners each in charge of a Revenue Division and are responsible for the efficient functioning of the Departments under their control in their respective Divisions.

77.3 The Divisions are divided into Districts, each in charge of a Deputy Commissioner. The Bangalore Division has five Districts, the Mysore Division has six Districts, and the Belgaum and Gulbarga Divisions have four districts each. Each District is generally divided into two or more sub-divisions and each sub-division into two or more taluks. The sub-divisions are in charge of Assistant Commissioners and the Taluks in charge of Tahsildars. Each Taluk is divided into a few circles/hoblies in charge of Revenue Inspectors.

77.4. The functions of officers and officials at various levels are indicated in Chapter 3 relating to "General Administration".

Changes in the structure of the Department.

77.5. There is uniform pattern of staffing at different levels but the pattern of staffing within offices varies from area to area. The staffing pattern in each of the areas was conditioned largely by the circumstances obtaining in the former States to which these areas belonged, the pattern of administration in such areas and the Acts, Rules, Regulations and Notifications which were in force in such areas. Even though the new State inherited the several systems of administration obtaining in the different areas, the Commission considers that it would be

desirable, at least now, to evolve a uniform pattern particularly in view of the fact that many of the Acts and Regulations that were in force in the different areas have been replaced by uniform Acts passed by the Legislature of the State of Mysore.

Abolition of the system of Divisional Commissioners.

77.6. The Commission has examined the question of continuance of the system of Divisional Commissioners and its retention in the existing or modified form by constituting a Board of Revenue. It has fully considered the powers now exercised by the Divisional Commissioners under the various enactments in force in the State; and it has taken into consideration the views expressed by Senior Officers and responsible members of the public. After taking into account all these factors and the evidence placed before it, the Commission has come to the conclusion that the system of Divisional Commissioners should be abolished and that the appointment of the "Revenue Commissioner" as the Chief Revenue Authority of the State would meet the needs of the administration fully and efficiently.

SPECIAL ESTABLISHMENT

Special Deputy Commissioners for Inam Abolition.

77.7. Special Deputy Commissioners for Inam Abolition have been appointed for the Bangalore Division, the Gulbarga Division, and the Hassan Division. The work pertaining to Inams Abolition in Mysore and Mandya Districts and in the Belgaum Division is attended to by the regular Deputy Commissioners of these Districts.

77.8. The following Acts pertaining to Inam Abolition are being administered by the Officers concerned in their respective Jurisdictions.

- 1 The Mysore (Personal and Miscellaneous) Inams Abolition Act, 1954 (Mysore Act No. 1 of 1955);
- 2 The Mysore (Religious and Charitable) Inams Abolition Act, 1955 (Mysore Act No. 18 of 1955);
- 3 The Hyderabad Abolition of Inams Act, 1955 (Act No. VIII of 1955);
- 4 Bombay Pargana and Kulkarni Watans Abolition Act, 1950.
- 5 The Bombay Personal Inams Abolition Act, 1952 (Bombay Act No. XLI of 1953).
- 6 The Bombay Service Inams (Useful to Community) Abolition Act 1953 (Bombay Act No. LXX of 1953).
- 7 The Bombay Merged Territories and Areas (Jagirs Abolition) Act, 1953 (Bombay Act No. XXIX of 1954).
- 8 The Bombay Merged Territories Miscellaneous Alienations Abolition Act, 1955 (Bombay Act No. XXXII of 1955).
- 9 The Madras Estates (Abolition and Conversion into Ryotwari) Act, 1948 (Madras Act No. XXVI of 1948).

77.9. The Commission is given to understand that ceratain Bills relating to Inam Abolition have been prepared and that they would be placed before the Legislature shortly.

77.10. The Special Deputy Commissioners, Bangalore, Gulbarga and Hassan have been given requisite subordinate staff. Statistics of pending cases pertaining to Inam Abolition for the period from 1-1-1968 to 30-6-1968 are given in the subjoined Statement :

Opening Balance on 1-1-68	Receipts from 1-1-68 to 30-6-68	Total number of cases	Disposals from 1-1-68 to 30-6-68	Closing Balance on 30-6-68
<i>Bangalore Division</i>				
435	895	1330	738	592
<i>Gulbarga Division</i>				
146	201	347	347	Nil
<i>Hassan Division</i>				
1191	275	1466	540	926
<i>Mandya District</i>				
846	584	1430	702	728
<i>Mysore District</i>				
65	28	93	4	89

77.11. It is seen from these statistics that the Special Deputy Commissioner, Inam Abolition, Gulbarga Division has disposed of all the cases received up to the end of June, 1968. It is not, therefore, necessary to continue the post of Special Deputy Commissioner for Gulbarga Division and his establishment any longer. The residuary work, if any, could be transferred to the Deputy Commissioners concerned for being attended to in the normal course along with other items of work.

77.12. So far as the Bangalore Division is concerned, 592 cases were pending as on 1-7-1968. The Special establishment may be continued till the end of March, 1969 with instructions to decide all cases by 31-3-1969.

77.13. There is heavy pendency of casses in the Hassan Division. The Special Deputy Commissioner, Hassan appears to be of the view that it may not be possible to increase the pace of disposals with the present inexperienced staff and only one stenographer. Government may, examine whether it would not be possible to post some experienced staff to the establishment of the Special Deputy Commissioner, Hassan and, they may also consider the question of giving one more Stenographer to the Special Deputy Commissioner in order to see that the heavy arrears are cleared as quickly as possible.

77.14. The Deputy Commissioner, Mandya has been given additional clerical assistance for attending to the work of Inam Abolition. The number of cases pending in this District on 1-7-1968 was 728. Government may examine whether it would be possible for the Deputy Commissioner to attend to and dispose

of these cases expeditiously in addition to his normal work and if not, whether it is possible to transfer this work to the Special Deputy Commissioner, Hassan. Government may also examine the extent to which the subordinate staff is to be strengthened in either case.

77.15. In the Mysore District there were only 89 cases pending as on 1-7-1968. It is expected that the Deputy Commissioner, Mysore would be able to dispose of all the pending cases by the end of March 1969.

77.16. Though the Inam Abolition Acts were passed nearly 14 years ago and the intention of Government was to settle all matters pertaining to abolition of Inams as expeditiously as possible, the balance of work still to be attended to is considerable. Government, may, therefore issue instructions to all the officers concerned to dispose of all pending cases as quickly as possible. Government may also obtain fortnightly or monthly progress reports, review them and keep a close watch on the progress of the work.

Land Tribunals

77.17. The Mysore Land Reforms Act, 1961, came into force on 2-10-1965. From that date, the jurisdiction Munsiffs were exercising all the powers and performing all the duties of the Land Tribunals under the Act. The High Court pointed out to the Government that the work connected with the Land Reforms Act was very heavy before some Tribunals (the applications being as many as 5000) and that the existing Munsiffs would not be able to attend to that work in addition to their normal work. Consequently, it recommended to the Government the constitution of 30 independent Tribunals and sanction of additional staff to the Courts of the District Judges at Bangalore, Belgaum, Bijapur, Dharwar, North Kanara, South Kanara and Shimoga, who function as Appellate authorities under the Act. as also to certain Munsiffs, who function as *Ad hoc* Tribunals.

77.18. In their Order No. RD 125 LRY 67 dated 30th September 1967 Government accorded sanction to the constitution of 30 independent Tribunals along with the requisite staff. Additional staff was also sanctioned to the District Courts at Bangalore, Belgaum, Bijapur, Dharwar, North Kanara, South Kanara and Shimoga. As the High Court could spare the services of only 24 Munsiffs for being appointed as independent Land Tribunals, the total number of Land Tribunals was reduced to 24. Some Munsiffs have been attending to this work in addition to their civil work. Since the Officers appointed as Land Tribunals are Munsiffs, attending either whole-time or part-time to this work, the Commission considers that it would be desirable to transfer the entire administrative control over the Tribunals to the High Court as they would be able to review the monthly work turned out by the Tribunals more effectively than Government. It would be in the interest of the policy underlying the scheme of Land Reforms to expedite the work before the Land Tribunals. Government may, therefore, in consultation with the High Court take adequate steps to ensure that all the cases pending before the several Tribunals are disposed of as soon as possible.

Land Acquisition staff

77.19. Special Land Acquisition Officers have been appointed in several districts where the work pertaining to land acquisition is very heavy particularly in the areas covered by irrigation projects. These Special Land Acquisition Officers have been given subordinate staff to assist them in their work. While these special establishments have been sanctioned for specific items of work, it would be necessary to specify the period within which such items of work are to be completed. Monthly progress reports should be obtained from them and after reviewing such reports adequate instructions should be issued to the Special Land Acquisition Officers from time to time to expedite their work. The Commission has recommended that there should be one Revenue Commissioner as the Head of the Revenue Department in place of the existing 4 Divisional Commissioners. The Revenue Commissioner should keep a close watch on the work of the Special Land Acquisition Officers and terminate their posts along with those of their subordinate staff immediately after the special items of work entrusted to them are completed.

Mysore Administrative Service

77.20. The Mysore Administrative Service is the General Administrative Service of the State from which officers are drawn to several Departments of Government. Even though this Service is not a Department as such, most of the officers belonging to this service hold posts in the Revenue Department. The Commission accordingly considers it appropriate to deal with the Service in this Chapter.

77.21. The Mysore Administrative Service consists of three categories, viz., Class I (Senior Scale) Class I (Junior Scale) and Class II Cadres.
Class I (Senior Scale) (12) (Rs. 900-40-1,100-50-1,300)

77.22. The sanctioned strength of this cadre is 12 but no posts are specifically earmarked for the officers belonging to this cadre. Whenever officers of the Mysore Administrative Service are appointed to the Class I Senior scale in excess of the authorised strength of 12, the posts against which they are so appointed are added to the Class I Senior Scale of the Service as temporary additions. At present there are 33 officers holding posts in this cadre. Out of 33 posts, 3 posts viz., Special Deputy Commissioner, Bidar District, Deputy Commissioner (Administration) Corporation of the City of Bangalore, and Special Officer, Land Acquisition and Rehabilitation, Ghataprabha and Malaprabha Projects, Belgaum, have been recently created temporarily for limited periods. The remaining posts are in existence for more than three years but they are brought within this cadre as and when officers of the Senior scale of the Service are appointed thereto.

77.23. Since 30 posts are in existence for more than three years, the Commission recommends that at least 24 posts may be made permanent and included in the cadre strength and the particulars of these posts may be specified or listed as belonging to this cadre as in the case of the Indian Administrative Service. Out of these 24 posts which are to be made permanent, 10% of the posts i. e., 2 posts might be treated as Selection Grade posts so as to provide promotional opportunities to the efficient officers in this cadre.

77.24. It is noticed from the list sent by Government that several posts such as the Administrator, Belgaum City Municipality, the Managing Director, Pandavapura Co-operative Sugar Factory, etc., which should be outside this cadre but to which officers of this cadre might be sent on deputation are included in the cadre. The Commission considers that this cadre should strictly consists of only posts which are created for the regular departments of Government; all other posts coming under semi-Government or autonomous bodies may be treated as deputation posts and accordingly suggests that a suitable deputation reserve might be created in this cadre to provide for deputation of officers to such posts.

77.25. According to the existing Rules of Recruitment the posts in this cadre are to be filled by promotion by selection of State Civil Service Officers in the Junior Scale of Class I or by deputation of officers of the Indian Administrative Service or by appointing officers of other allied departments in the Service of the State at the discretion of Government. These modes of recruitment may be continued.

77.26. The scale of pay for Selection Grade posts for Class I, Senior Scale, may be Rs. 1,600—50—1,800 and the scale of pay for Class I Senior Scale may be Rs. 1,100—50—1,300—60—1,600.

Mysore Administrative Service Class I (Junior Scale) (205) (Rs. 350—25—650—30—800)

77.27. There are at present 205 posts (comprising 151 permanent and 54 temporary) in this cadre including a deputation reserve of 30, training reserve of 10 and leave reserve of 10. According to the existing Rules of Recruitment, 66 $\frac{2}{3}$ per cent of the vacancies are to be filled by promotion by selection from Class II officers who have worked as Tahsildars or in equivalent posts in the same cadre for not less than a total period of five years and 33 $\frac{1}{3}$ per cent by direct recruitment of graduates by competitive examination held by the Public Service Commission. The Assistant Commissioners who are recruited directly by examination have to undergo probation for a period of two years. The Officers who are recruited to this cadre could expect to get promoted to the senior time scale of the Service or to the Indian Administrative Service against the promotional quota. The chances for promotion either way are few and far between and they have to continue in this cadre for years together. It is not desirable to recruit large numbers of brilliant candidates on the results of a competitive examination to such senior posts when adequate opportunities of promotion are not available. The Commission therefore recommends that only 25% of the vacancies in this cadre may be filled by direct recruitment and the other 75% by promotion. The Rules of Recruitment may be amended accordingly.

77.28. The scale of pay for these posts is Rs. 350—25—650—30—800 and the probationers are paid the initial pay of Rs. 350 per mensem in the prescribed scale during the period of probation. The scale of pay for the posts in this cadre may be Rs. 400—30—700—EB—40—900.

Mysore Administrative Service Class II (325) (Rs. 250—20—350—25—500).

77.29. There are 325 posts in this cadre comprising 200 permanent and 47 temporary posts, a deputation reserve of 28, a leave reserve of 25 and a training reserve of 25.

77.30. The Rules of Recruitment provide for direct recruitment of graduates to 50% of the posts by competitive examination held by the Public Service Commission, 28% by promotion of officials in Class III Service (other than Stenographers) in the Revenue Department, and Survey Settlement and Land Records Department, on the basis of Seniority-*cum*-efficiency, 2% by promotion of Stenographers in the Revenue Department, and Survey Settlement and Land Records Department on the basis of Seniority-*cum*-efficiency and the balance of 20% of the posts by appointment by selection through the Public Service Commission of persons who have put in at least 5 years of service in any one of the Development Departments *viz.*, Agriculture, Co-operation, Local Self-Government, Community Development etc. The Tahsildars who are directly recruited to this class by examination have to undergo probation for 2 years. The circumstances in which provision has been made for filling some of the posts in the promotional quota of 30% by promotion of officers in the Department of Survey, Settlement and Land Records and for filling 20% of the vacancies in this cadre by the appointment of officers of Departments other than the Revenue Department and the Department of Survey, Settlement and Land Records have not been indicated to the Commission. Whatever the circumstances at the time the Rules of Recruitment were framed might have been, the officers of all such Departments have not got adequate avenues of promotion in their respective Departments and there is no justification for depriving the officials of the Revenue Department of the opportunities of promotion to this cadre. The Commission, therefore, recommends that this mode of recruitment need not be retained; this block of 20% may be added to the promotional quota; only officers of the Revenue Department should be considered for promotion against the quota and within this quota the proportion as between the Stenographers and others may be maintained more or less at the present level *i.e.*, out of every fifteen vacancies the first fourteen may be given to the officials in the ministerial cadre and the fifteenth to the Stenographers who are continued in this cadre. So far as the Ministerial cadres of the Revenue Department are concerned, the Commission recommends that only officers in the cadre of Deputy Tahsildars may be considered for promotion to this cadre.

77.31. This system of earmarking posts for the Stenographers may be given up after the persons now in the cadre of Stenographers are either promoted or retire from service, as the present recruitment of even Stenographers to the clerical grade giving them a position in the gradation list of clerks entitles them to promotion in their own turn.

77.32. While 50% of the vacancies in this cadre may be filled by promotion from the lower cadres in the Revenue Department on the lines indicated above, the other 50% may be filled by direct recruitment as at present. The Rules of Recruitment may be amended suitably.

77.33. The scale of pay for these posts is Rs. 250—20—350—25—500 and the probationers are paid a probationary pay of Rs. 250 per mensem during probation. The scale of pay for the posts in this cadre may be Rs. 275—20—375 EB—25—525.

*Cadre and Recruitment Rules and Scales of Pay**Divisional Commissioners : (4) (Rs. 2,500—125/2—2,750)*

77.34. The Divisional Commissioners are officers in the Supertime scale of the Indian Administrative Service. The scale of pay for the posts is Rs. 2,500—125/2—2,750. As indicated in para 6 the posts of Divisional Commissioners may be abolished and in their place, a post of Revenue Commissioner may be created in the Super-time scale of the Indian Administrative Service. He may draw the pay applicable to such posts in that service.

Deputy Commissioners : (19) (Rs. 900—50—1,000—60—1,600—50—1,800).

77.35. The Deputy Commissioners are officers in the Senior time scale of the Indian Administrative Service. The scale of pay for the posts is Rs. 900—50—1,000—60—1,600—50—1,800. If the Officer concerned is in the selection grade, the scale of pay applicable to him would be Rs. 1,800—100—2,000. All the posts of Deputy Commissioners have been encadred in the Indian Administrative Service. There are, however, instances in which officers in the select list of the Service are posted as Deputy Commissioners; such officers would get pay in the same scale of pay as officers of the Indian Administrative Service. If, for a short period, an officer in the Senior time scale of Class I of the Mysore Administrative Service, is posted as Deputy Commissioner in charge of a District, he would carry the scale of pay applicable to him in that Service.

77.36. The officers in the Indian Administrative Service may draw their own scales of pay and the scale of pay for officers belonging to the Mysore Administrative Service may be the same as for other officers in this cadre.

Special Deputy Commissioners, Inam abolition: (3) (Rs. 900—40—1,100—50—1,300)

77.37. The Special Deputy Commissioners are drawn from the Senior time scale of Class I of the Mysore Administrative Service. This mode of recruitment may be continued.

77.38. The scale of pay for these officers may be the same as is applicable to officers in the senior time scale of Class I of the Mysore Administrative Service.

Assistant Commissioners and other equivalent posts: (89) (Rs. 350—25—650—30—800)

77.39. Officers in the Junior time scale of the Indian Administrative Service, and officers in the Junior Time scale of Class I of the Mysore Administrative Service are posted as Assistant Commissioners. This mode of recruitment may be continued.

77.40. The scale of pay for the posts is Rs. 400—400—500—40—700—EB—30—1,000 if the officer is a member of the Indian Administrative Service and Rs. 350—25—650—30—800 if he is a member of the Mysore Administrative Service. Traditionally he was treated as equal to the District Officers of the other departments. This position is of course, undergoing a change in view of the fact that relatively senior officers are now being posted as District Officers of the Development Departments like Agriculture, Co-operation and so on and the scale of pay applicable to these posts are higher than the scale of pay applicable to the Assistant Com-

missioners. The Commission considers that horizontal relativity of the Assistant Commissioner *vis-a-vis* the District Officers of other Departments would have to be determined, afresh both for purposes of his position in the District Administration as also in respect of the scale of pay. This principle applies to the Assistant Commissioners in charge of Sub-Divisions, Assistant Commissioners posted as Headquarters Assistant to the Deputy Commissioners and so on. The scale of pay for these posts would be the same as for Class I (Junior Scale) of the Mysore Administrative Service.

Tahsildars and other equivalent Posts : (325) (Rs. 250—20—350—25—500)

77.41. The Tahsildars are officers in Class II Cadre of the Mysore Administrative Service. The existing mode of recruitment to these posts may be continued.

77.42. The scale of pay for the post is Rs. 250—20—350—25—500. The scale of pay for these officers may be the same as is applicable to the officers in Class II Cadre of the Mysore Administrative Service.

Deputy Tahsildars and other equivalent posts (78) (Rs. 220—10—320)

(36) (Rs. 150—8—190—10—270)

77.43. According to the Rules of Recruitment these posts are to be filled by promotion from the cadre of Sheristedars. There are far too many categories of posts in Class III of the Revenue Department. The existence of the Cadre of Deputy Tahsildars in the Hyderabad and Madras areas has created new problems of posts and of promotional stages in the department. There is so much of heart burning amongst the officials and there are writ petitions also. So the Commission considers that it would be in the interests of efficiency and of the officials themselves that the number of categories of posts in this class should be reduced. The Commission accordingly recommends that the posts of Sheristedars and of Deputy Tahsildars should be combined into a single cadre of Deputy Tahsildars and that all the posts in the Department which are now being held by officers of these two categories should be held by officers in the new combined cadre.

77.44. The mode of recruitment now applicable to Taluk Sheristedar would then have to apply with such modifications as are considered necessary to the integrated cadre of Deputy Tahsildars. The Rules of Recruitment may be amended accordingly.

77.45. The scale of pay for all the posts in this combined cadre may be revised as Rs. 225—10—305—15—350—EB—20—450.

Survey Supervisors (7) (Rs. 150—8—190—10—270)

77.46. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials holding corresponding posts in the Department of Survey, Settlement and Land Records. The Rules of Recruitment may be framed accordingly.

77.47. The scale of pay for these posts may be the same as for corresponding posts in the Department of Survey, Settlement and Land Records.

Sheristedars and other equivalent posts (495) (Rs. 140—5—150—8—190—10—250)

77.48. Under the Rules of Recruitment these posts are to be filled by promotion from the common gradation list of the combined cadre of I Division Clerks and Revenue Inspectors, Grade I who have worked for at least 3 years as Revenue Inspectors (the condition of having worked as Revenue Inspector for 3 years was not being enforced temporarily till 1964). In view of the recommendation made in para 43 that all the posts of Sheristedars etc., may be included in the cadre of Deputy Tahsildars, the Commission recommends that the existing mode of recruitment to the cadre of Sheristedars may be applied to the Cadre of Deputy Tahsildars but that the condition of having worked as Revenue Inspectors for at least 3 years may be deleted so that officials in this cadre who, for reasons beyond their control, had no opportunity of working as Revenue Inspectors for the prescribed period might not lose the opportunity for promotion on the basis of their seniority merely on the ground they had not worked as Revenue Inspectors.

77.49. The scale of pay for these posts may be revised as Rs. 225—10—305—15—350—EB—20—450 as indicated in para 45.

I Division Clerks (Accounts), Accountants (15)

(Rs. 120—5—150—8—190—10—240)

77.50. These posts are to be filled by taking on deputation officials holding corresponding posts in the State Accounts Department. This mode of recruitment may continue.

77.51. The scale of pay for these posts may be the same as for corresponding posts in the State Accounts Department.

I Division Clerks and I Grade Revenue Inspectors, Revenue Peishkars, Record Assistants (1209) (Rs. 110—5—150—6—180—10—220)

77.52. This is a combined cadre of I Division Clerks and I Grade Revenue Inspectors. The officials in this cadre may be posted either as Revenue Inspectors or as I Division Clerks. 50% of the posts are to be filled by direct recruitment of graduates and the other 50% by promoting persons from the combined cadre of II Division Clerks and Revenue Inspectors, Grade II. The existing modes of recruitment are adequate and may continue. The scale of pay for these posts may be the same as that for I Division Clerks in the other Departments of Government.

Draftsman (1) (Rs. 110—5—150—6—180—10—220)

77.53. The post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by taking on deputation an official holding a corresponding post in the Public Works Department. The Rules of Recruitment may be framed accordingly. If the present incumbent has been recruited directly

his lien may be shifted against a corresponding post in Public Works Department and he may be treated as on deputation to the Revenue Department.

77.54. The scale of pay for the post may be the same as for corresponding posts in the Public Works Department.

I Division Surveyors (18) (Rs. 100—5—150—6—180—10—200)

77.55. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials holding corresponding posts in the Department of Survey Settlement and Land Records. The Rules of Recruitment may be framed accordingly.

77.56. The scale of pay for these posts may be the same as that for corresponding posts in the Department of Survey, Settlement and Land Records.

(J) *II Division Clerks and II Grade Revenue Inspectors*. (2689) (Rs. 80—3—110—4—130—5—150).

(2) *Copyists (S. S. L. C.)* (14) (Rs. 80—3—110—4—130—5—150)

77.57. The II Division Clerks and II Grade Revenue Inspectors belong to a combined cadre and the officials in this combined cadre are posted either as Revenue Inspectors or as Clerks. 60 % of these posts are filled by direct recruitment of candidates who have passed the S. S. L. C. examination, 30 per cent by promotion from the cadre of Talatis and 10 per cent by promotion of Class IV staff provided that they have passed the VIII Standard examination, have put in 5 years of service and have passed the prescribed Departmental Examination.

77.58. The Commission recommends that 25 per cent of the posts may hereafter be filled by direct recruitment of candidates who have passed the S.S.L.C. examination and 75 per cent by transfer of persons from the cadre of Village Accountants who have passed the S. S. L. C. examination. The Rules of Recruitment may be revised accordingly.

77.59. The scale of pay for these posts may be the same as for II Division Clerks in other Departments of Government.

I Grade Talatis (68) (Rs. 70—2—80—3—110—4—130)

II Grade Talatis } (1279) (Rs. 65—1—70—2—80—3—110)
Assistant Talatis }

Village Accountants (7500) (Rs. 65—1—70—2—90)

77.60. The posts of Talatis are to be filled by direct recruitment from among the persons who have passed the VIII Standard examination.

77.61. The Cadre of Village Accountants is a new cadre created under the Mysore General Services (Revenue Subordinate Branch) Village Accountants (Cadre and Recruitment) Rules, 1961. There are about 7500 posts in this cadre. All these posts are to be filled :

- (a) by direct recruitment from among those who have passed the S.S.L.C. Examination ;

- (b) by appointment of persons who were hereditary Village Officers prior to the abolition of the Offices and who have passed the S.S.L.C. Examination for the first 2 advertisements and Lower Secondary or Vernacular final or equivalent examination beyond that; and who are not over 40 years of age for the first 2 advertisements and 50 years beyond that; and
- (c) by absorption of persons who were serving as Talatis and Shanbagues of Bombay area and Coorg District.

77.62. Most of the Village Accountants are persons who have passed the S.S.L.C. examination and are eligible for appointment as II Division Clerks; there are also persons who have come into this category even though they have not passed the S.S.L.C. examination. In future, however, all the posts of Village Accountants may be filled only by the appointment, whether it be by direct recruitment or by promotion from the lower cadres, of persons who have passed the S.S.L.C. examination. This cadre may be commonly designated as Village Accountants.

77.63. The Commission recommends that 75 per cent of the posts may, hereafter, be filled by direct recruitment of candidates who have passed the S.S.L.C. Examination and 25 per cent by promotion of persons from the lower cadres who have passed the S.S.L.C. Examination.

77.64. The Rules of Recruitment may be revised accordingly.

77.65. The scale of pay for the posts of Village Accountants (including Talathis) as have passed the S.S.L.C. Examination may be the same as for II Division Clerks, while the others may be in the scale of Rs. 85—2—95—3—125—EB - 4—145.

77.66. Such of the persons who are absorbed in this cadre by virtue of the position which they are now holding as Village Accountants, Talatis, Shanbagues etc., but who have not passed the S.S.L.C. Examination need not be transferred as II Division Clerks as it has been recommended that S.S.L.C. Examination may be prescribed as a necessary qualification for appointment to these posts but they may be allowed to continue in their present posts in the revised scale of pay till they retire from service.

II Division Surveyors (9) (Rs. 80—3—110—4—130—5—150)

77.67. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials holding corresponding posts in the Department of Survey, Settlement and Land Records. The Rules of Recruitment may be framed accordingly.

77.68. The scale of pay for these posts may be the same as for corresponding posts in the Department of Survey, Settlement and Land Records.

Tracer (1) (Rs. 80—3—110—4—130—5—150)

77.69. This post has not been included in the Cadre and Recruitment Rules of the Department. It may be filled by taking on deputation an official holding a corresponding post in the Public Works Department. The Rules of Recruitment may be framed accordingly.

77.70. The scale of pay for the post may be the same as for corresponding posts in the Public Works Department.

III Division Clerks, Copyists (Non-S.S.L.C.) (38) (Rs. 70—1—80—2—100)

77.71. As already indicated in Chapter 4 there need not be any fresh recruitment to these posts. The officials who are eligible for absorption as II Division Clerks may be so absorbed and the rest may continue in the present posts till they retire from service.

77.72. The scale of pay for these posts may be fixed as Rs. 85—2—95—3—125—EB—4—145.

Nalmanegars (12) (Rs. 55—1—65—2—85)

77.73. According to the Rules of Recruitment these posts are to be filled by promotion of Niraganties and Sowdies. They may now be filled by taking on deputation officials holding corresponding posts in the Public Works Department. The liens of the existing incumbents of these posts may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department. The Rules of Recruitment may be revised accordingly.

77.74. The scale of pay for these posts may be the same as for corresponding posts in the Public Works Department.

Sowdies, Neerganties (6) (Rs. 50—1—60)

77.75. According to the Rules of Recruitment, these posts are to be filled by direct recruitment by the Tahsildar. No posts of Neerganties have been created, according to the Cadre Rules, but provision has, however, been made in the Rules of Recruitment for filling these posts if created. They may now be filled by taking on deputation of officials holding corresponding posts in the Public Works Department. The Rules of Recruitment may be revised accordingly. The liens of the existing incumbents may be shifted against the corresponding posts in the Public Works Department and they may be treated as on deputation to this Department.

77.76. The scale of pay for these posts may be the same as for corresponding posts in the Public Works Department.

Sub-Jail warders (3) (Rs. 50—1—60)

Chainmen (27) (Rs. 50—1—60)

Process Servers (2) (Rs. 50—1—60)

77.77. These posts have not been included in the Cadre and Recruitment Rules of the Department. The posts of Sub-Jail Warders, Chainmen and Process

Servers may be filled by taking on deputation officials holding corresponding posts in the Prisons Department, Department of Survey, Settlement and Land Records and the Subordinate Judiciary respectively. The Rules of Recruitment may be framed accordingly.

77.78. The scale of pay for these posts may be the same as for corresponding posts in their parent Departments.

Stenographers Grade I (39) (Rs. 110—5—150—6—180—10—220) + Special pay Rs. 30 per mensem.

<i>Stenographers Grade II</i>	}	(Rs. 80—3—110—4—130—5—150)
		+ Special Pay Rs. 20 per mensem
<i>Typists</i> (288)	}	(Rs. 80—3—110—4—130—5—150)
		+ Special pay of Rs. 10 per mensem.

Drivers (42) (Rs. 70—1—80—2—100)

Jamedars (27) (Rs. 70—2—90)

Daffedars, Dafterbunds, Mutchis, Attenders, (343) (Rs. 65—2—85)
Book Binders.

Peons, Chowkidars, Cycle Orderlies, (2051) (Rs. 50—1—60)
Sweepers, Watchmen, Scavengers and
other equivalent posts.

77.79. These are posts common to all Departments and the scales of pay for these posts may be the same as for corresponding posts in the other Departments of Government.

Special Pay

77.80. At present no Special Pay is attached to any of the posts in the Department, except for the posts of Stenographers, Typists and Cycle Orderlies. Some of the witnesses have suggested that Special Pay might be given to the Officers at various levels at rates ranging from Rs. 100 per mensem to Rs. 10 per mensem.

77.81. In accordance with the general principles laid down by the Commission in Chapter 5, no Special Pay need be given to the officers and officials of the Department except for the Stenographers, Typists and Cycle Orderlies.

Fixed Travelling Allowance.

77.82. At present, the Tahsildars in charge of Taluks are entitled to Fixed Travelling Allowance of Rs. 80 per mensem and the Revenue Inspectors of Rs. 20 per mensem in connection with their normal duties. It was represented to the Commission that the existing rates of Fixed Travelling Allowances were quite inadequate and that they might be enhanced. Taking into consideration the enhanced rates of Travelling Allowance recommended in Chapter 6, the Commission recommends that Fixed Travelling Allowance at Rs. 100 per mensem may be paid to the Tahsildars in charge of taluks and Rs. 30 per mensem to the Revenue Inspectors. It was brought to the notice of the Commission that during

the period of food procurement, the Tahsildars in charge of the taluks and the Revenue Inspectors who attend to the procurement work are given additional Fixed Travelling Allowance at the rate of Rs. 40 and Rs. 20 per mensem respectively. The Commission does not consider it necessary to grant any additional Fixed Travelling Allowance to any of them during the period of food procurement. The grant of additional Fixed Travelling Allowances for this purpose may, therefore, be discontinued.

Delegation of Powers.

77.83. It was represented to the Commission that certain additional powers both financial and statutory might be delegated to the officers at various levels in the Department. The Commission has examined this question and recommends that (a) all powers now vested in the officers at various levels under the Manual of Financial Powers may continue and (b) that the additional powers (both financial and statutory) as indicated in the appended statement may be delegated to the officers of the various levels.

77.84. As regards administrative powers, the recommendation made in Chapter 9 may also apply to this Department.



Delegation of Powers proposed by the Department and recommended by the Commission

Sl. No.	Nature of powers	Divisional Commissioner (Now Revenue Commissioner)		Deputy Commissioners		Assistant Commissioners		Tahsildars	
		Existing	Proposed Recomm- ended	Existing	Proposed Recomm- ended	Existing	Proposed Recomm- ended	Existing	Proposed Recomm- ended
				Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
				(i) Financial Powers					
1	To incur expenditure under Contingencies	...	...	100 per annum	200 per annum	...	50 per annum	25 per annum	50 per annum
2	Sanction of Permanent Advance	...	...	100	200	...	100	25	100
3	Sanction of arrears of pay, increments and condonation of delay	Up to 5 years	Up to 10 years	Up to 5 years	Up to 5 years	...	...	...	...

* Subject to Pre-audit by the Accountant General.

(ii) Statutory.

The Mysore Land Revenue Act, 1964

- (1) Section 91 of the Mysore Land Revenue Act, 1964 may be so amended as to delegate the powers regarding grant of unalienated and unoccupied lands, to the Revenue Commissioner.
- (2) The Deputy Commissioners may be empowered to confirm the excess area up to 50 per cent of the original grant detected during the pucca phodi operations subject to ceilings of $\frac{1}{2}$ an acre of wet or garden land and 2 acres of dry land.
- (3) Where the gomal land is in excess of the requirements of the cattle of the Village concerned and the adjoining villages, the Assistant Commissioners may be empowered to appropriate such excess lands for agricultural purposes.
- (4) The power to grant permission to convert agricultural lands into non-agricultural lands in their jurisdiction, excepting in case of towns with population exceeding 5000, may be delegated to the Tahsildars.

The Mysore Land Revenue Rules, 1966

- (5) The power to direct a Village Accountant to restrain a defaulter's moveable property under Rule 112 (2) of the Land Revenue Rules, 1966 may be delegated to the Tahsildar.

The Mysore Land Improvement Loans Act, 1963 and the Agriculturists Loans Act, 1963.

- (6) The powers of Assistant Commissioners to grant Takkavi Loan under the Mysore Land Improvement Loans Act, 1963 and Agriculturists Loans Act, 1963 may be enhanced up to Rs. 5,000 and Rs. 3,000 respectively.
- (7) Powers to grant Takavi Loans under the Mysore Land Improvement Loans Act, 1963 up to Rs. 2,500 and under Agriculturists Loans Act, 1963 up to Rs. 1,500 may be delegated to the Tahsildars.

The Mysore Stamp Act, 1967

- (8) Powers to sanction refund and renewals of the value of damaged or spoilt court fee stamps under Section 52 of the Mysore Stamp Act, 1966 may be delegated to :
 - (1) Tahsildars up to the value of Rs. 100
 - (2) Assistant Commissioners from the value of Rs. 101 to Rs. 250
 - (3) Deputy Commissioners above Rs. 250 subject to the existing condition that the application for such refund or renewal is made within six months from the date on which the stamp papers in question were purchased.

CHAPTER 77

Revenue Department

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
Mysore Administrative Service					
			Rs.	Rs.	
1	Class I (Senior scale)	12	900—40—1,100—50—1,300	Selection Grade 1,600—50—1,800	
2	Class I (Junior scale)	...	350—25—650—30—800	Senior Scale 1,100—50—1,300—60—1,600	
3	Class II	...	250—20—350—25—500	400—30—700—EB—40—900	
4	Divisional Commissioner	4	2,500—1,25/2—2,750	275—20—375—EB—25—525	
				Indian Administrative Service	These posts are proposed to be abolished and a post of a Revenue Commissioner may be created in the super-time scale of I.A.S.
5	Deputy Commissioner	...	900—50—1,000—60—1,600—50—1,800 1,800—100—2,000 (Selection Grade)	Indian Administrative Service	
6	Special Deputy Commissioner, Inam abolition.	3	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	
7	Assistant Commissioners and other equivalent posts.	89	350—25—650—30—800 (for Mysore Administrative Service)	400—30—700—EB—40—900	
8	Tahsildars and other equivalent posts	325	250—20—350—25—500	275—20—375—EB—25—525	
9	Deputy Tahsildars and other equivalent posts.	78 36	220—10—320 150—8—190—10—270	225—10—305—15—350—EB—20—450	The posts of Sheristadars and Deputy Tahsildars should be combined into a single new combined cadre of Deputy Tahsildar

Revenue Department—(Contd.)

Sl. No.	Designation	Number of posts	Existing scale of pay Special Pay	Rs.	Recommended scale of pay and Special Pay	Remarks
10	Survey Supervisor	...	150—8—190—10—270	Rs.	175—10—275—15—350—EB—20—450	
11	Sherisdars and other equivalent posts.	495	140—5—150—8—190—10—250		225 10—305—15—350—EB—20—450	All the posts of Sherisdars etc., may be included in the cadre of Deputy Tahsildars.
12	First Division Clerk (Accounts) Accountants.	15	120—5—150—8—190—10—240		140—5—150—8—190—EB—10—260—15—290	
13	First Division Clerks and First Grade Revenue Inspectors, Revenue Peshkars, Record Assistant.	1209	110—5—150—6—180—10—220		140—5—150—8—190—EB—10—260—15—290	
14	Draughtsman	1	110—5—150—6—180—10—220		130—5—170—6—200—EB—10—240	
15	First Division Surveyor	18	100—5—150—6—180—10—200		140—5—150—8—190—EB—10—260—15—290	
16	Second Division Clerks and Second Grade Revenue Inspectors.	2689	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200	
17	Copyist (S. S. L. C.)	14	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200	
18	First Grade Talatis	68	70—2—80—3—110—4—130		95—3—125—4—145—EB—5—200	
19	Second Grade Talatis Assistant Talatis	1279	65—1—70—2—80—3—110		95—3—125—4—145—EB—5—200	
20	Village Accountants	7500	65—1—70—2—90		95—3—125—4—145—EB—5—200 **85—2—95—3—125—EB—4—145	** For Talatis and Village Accountants non-S. S. L. C.)
21	Second Division Surveyors	9	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200	
22	Tracer	1	80—3—110—4—130—5—150		110—4—130—5—170—EB—6—200	
23	Third Division Clerks Copyist (Non-S. S. L. C.)	38	70—1—80—2—100		85—2—95—3—125—EB—4—145	
24	Nalamanagar	12	55—1—65—2—85		65—1—75—2—95	

Revenue Department—(concl'd.)

No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
25	Sowdies, Neerganties	6	50-1-60	60-1-80-2-90	
26	Sub-Jail Warder	3	50-1-60	60-1-80-2-90	
27	Chainman	27	50-1-60	60-1-80-2-90	
28	Process Server	2	50-1-60	60-1-80-2-90	
29	Stenographer Grade I	39	110-5-150-6-180-10-220 + Spl. Pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260- 15-290 + Spl. Pay Rs. 30 p.m.	
30	Stenographer Grade II, Typist	288	80-3-110-4-130-5-150 + Spl. Pay Rs. 20 p.m.	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 20 p.m.	
31	Driver	42	70-1-80-2-100	85-2-95-3-125-EB-4-145	
32	Jamedar	27	70-2-90	85-2-95-3-125-EB-4-145	
33	Daffedar Dafterband Mutchi Attender Book Binder	343	65-2-85	80-2-90-3-120-4-140 (Daffedars, etc.) 85-2-95-3-125-EB-4-145 (Attenders)	
34	Peon Chowkidar Cycle Orderly Sweeper Watchman Scavenger and other equivalent post	2051	50-1-60	60-1-80-2-90	

CHAPTER 78

Department of Survey, Settlement and Land Records

78.1. The Department of Survey, Settlement and Land Records is in-charge of the preparation and maintenance of the land records. The Department at present deals with the measurement of lands, measurement of encroachments on Government lands, city surveys, scheme of consolidation of holdings, classification of soil, determination of land revenue, survey of big village sites, preparation of village, taluka and district maps etc. The Department has also recently undertaken the new scheme of Hissa Survey preparatory to introduction of Record of Rights in areas transferred from the Madras State and in Coorg District.

78.2. This Department is classified as a Major Department and is headed by the Commissioner of Survey, Settlement and Land Records. He is also *ex-officio* Commissioner for Endowments, Inspector General of Registration, Commissioner of Stamps and Registrar of Societies. The Commissioner is assisted at the headquarters by the Deputy Commissioner of Land Records. For the purposes of administration of the Department, the State is divided into four divisions, as in the case of the Revenue Department and officers in Class I Junior scale of the rank of Superintendents of Land Records are in-charge of the Divisions. The Assistant Superintendents of Land Records are in-charge of the Districts and these District Offices are provided with subordinate staff ranging from 35—40 officials according to the size and work-load of each District.

78.3. There is also a Deputy Commissioner for Settlement (with headquarters at Bangalore) for attending to temporary items of work like re-classification and revision settlement. Temporary staff consisting of (i) Four posts in Class I Junior scale, (ii) Twenty-one posts in Class II and (iii) six hundred and ten posts in Class III has been sanctioned for the implementation of these temporary schemes. The Commission was informed that further proposals submitted to Government for sanction of additional staff comprising three Class I posts, thirteen Class II posts and four hundred Class III posts for the scheme of introduction of Record of Rights in the districts of Bellary, South Kanara, Coorg and Kollegal Taluk of Mysore District were under their consideration.

Reorganisation of the Department

78.4. It was suggested to the Commission that it was desirable to reorganise the Department to cope with the increase in work resulting from the additional activities undertaken by the Department as also for the proper administration of the Land Reforms Act in future. Proposals in this regard suggesting certain changes in the Departmental structure were referred to the Commission. It has

been recommended in Chapter 3 that the Commissioner of Survey, Settlement and Land Records should be given relief by appointing a separate Commissioner for being in-charge of the Department of Endowments after the new uniform Bill in respect of Religious and Charitable Institutions is passed and brought into force. It would then be possible for the Commissioner to pay more attention to the work of this Department than he has hitherto been able to. The Commission, therefore, recommends that the existing set up of the Department may be continued in its present form.

Opening of Stone Depots

78.5. It was represented to the Commission that great difficulty was being experienced by the Public, particularly in Gulbarga and Belgaum Divisions in securing 'Bandh Stones', that for want of stones there was much delay in refixing Boundary Marks and that Stone Depots might be opened by Government in important villages and Bandh Stones sold to the public at fixed prices. The Commission has considered this representation and recommends that Stone Depots may be opened by Government in the larger villages for sale of Bandh Stones, the village Accountant being made responsible for the custody of these stones. The Commission suggests that this system may be introduced first in Gulbarga District and then extended to the other areas of the State, if the arrangement is found to be working well.

Sale of Survey Maps

78.6. It was represented to the Commission that the procedure for the sale of Survey Maps, which involved getting an availability certificate from the officer having custody of the maps, obtaining a Challan duly countersigned by that officer, getting it verified in the Treasury, crediting the amount to the Bank, producing the certified challan before the authority having custody of the maps and then obtaining the maps etc. was cumbersome and caused great hardship to the parties and involved unnecessary expenditure, sometimes more than the cost of the map itself and that the procedure should be simplified enabling the parties to get maps "across the counter" on paying the cost of the maps. The Commission considers that the procedure for supply of maps should be simple and therefore recommends that the Survey maps may be kept in the taluka offices with the Taluk Shirestadars and sold to parties on cash payment, the proceeds being credited promptly to the Treasury and that the Taluk Shirestadars may give accounts for the maps sold and in stock once a month.

Delegating certain powers under the Land Revenue Act to the Assistant Commissioners.

78.7. It was represented to the Commission that the power now vested in the Deputy Commissioners to sanction the constitution of the blocks below the District minima into independent survey numbers should be delegated to the Assistant Commissioners so as to expedite the disposal of business. Government have, in their Notification No. RD 64 SYS 65, dated 24th July 1968, delegated to the Assistant Commissioner, the powers exercised by the Commissioner under proviso (a) to Section 108 and the Deputy Commissioners of Districts under proviso (b)

to Section 108 of the Mysore Land Revenue Act, 1964, and the point made out has been met. The Commission has, therefore, no suggestions to offer in this regard.

Deductions from salary of Surveyors for short work

78.8. It was represented that proportionate cut was being effected in the pay and allowances of Surveyors for short-fall in the out turn of work prescribed for them, that the system should be discontinued and that as in other Departments disciplinary action according to the rules might be taken against persons who fail to put in the total work-load laid down for them. The Commission has examined this representation and considers that there are no specific advantages in continuing this old system. The Commission, therefore, recommends that the practice of effecting cuts in the salary of Surveyors for short-fall in work may be discontinued and that if any Surveyor were to default consistently in attending to the work in accordance with the norms prescribed, he may be awarded a black mark for such short work in any month and when a Surveyor is awarded black marks on two or three occasions suitable disciplinary action may be taken against him, if he fails to explain satisfactorily his shortage during those months.

Headquarters of Surveyors and Supervisors

78.9. It was represented to the Commission that the headquarters of the Surveyors and the Supervisors might be at the headquarters of the taluk concerned instead of at the headquarters of the District. It was pointed out that the Surveyors actually stayed in stations where they had to work but that for the purpose of drawing their pay and getting the work checked they had to go to the District Headquarters at the commencement of each month. The Commission considers that it is a waste of time if these officers are asked to go to the District Head-quarters merely for drawing their pay and getting their work checked, and accordingly recommends that the survey staff may have their headquarters at the Taluk and be kept under the administrative control of the Tahsildar while the technical control may remain with the District Survey Officer; the Tahsildar may disburse the pay of the Surveyors along with the pay of the other establishment under his control; the Surveyors may submit to the Tahsildar copies of their tour diaries which they submit to the District Survey Officer and if the Tahsildar has any comments to offer he may do so and send them to the District Survey Officer who may take such action as he considers necessary to ensure that the Surveyors attend to their work properly.

78.10. It was represented to the Commission that the Record of Rights Clerk should be treated as part of the Survey Department and that he should be under the control of the Assistant Superintendent of Land Records. It was also represented that it was necessary to upgrade these posts from III Grade to II Division Clerks since these clerks were discharging important items of work. Since the the present system of drawing an official of the Revenue Department for being posted as 'Record of Rights Clerk' was working properly, the Commission recommends that this arrangement may be continued for the present and that the future vacancies of Record of Rights Clerks may be filled by Second Division Clerks of the Revenue Department who have undergone Survey training.

Training in Surveys for the Staff

78.11. It was represented to the Commission that officers of the Department should be deputed from time to time for Survey Training in the Survey Training Institutes of the Government of India. The Commission has examined this representation and considers that advanced courses of training in survey work are quite essential for the staff of the Department. The Commission, therefore, recommends that Gazetted Officers of the Survey and Settlement Department may be deputed for Survey Training at the Survey Training Institutes at Hyderabad and Deharadun. The Commission also suggests that training in survey work may be given by organising training classes at Taluka Headquarters to I Division and II Division Clerks of the Department and that for fresh appointments in the Department, only persons trained in survey work may be taken. For this purpose, the authorities of the Polytechnics may be requested to give 3 months' or 6 months' survey training to those who have secured "Diploma in Civil Engineering" and issue certificates to them so that such trained personnel could be recruited to this Department.

Posts of Surveyors

78.12. It was brought to the notice of the Commission that five hundred special posts of Surveyors were sanctioned for the work of detection of encroachments on Government lands but that those posts had not been filled so far, as a measure of economy and that the Department had been still considering the question of filling those posts. It was pointed out to the Commission that as against the sanctioned posts of 367 I Division Surveyors and 1,700 II Division Surveyors, only 319 and 1081 posts of I Division and II Division Surveyors respectively had been filled leaving a balance of 48 posts of I Division Surveyors and 619 posts of II Division Surveyors vacant. The Commission suggests that these regular posts may be filled in the first instance and that the question of filling special posts may be considered later if there is real need.

Permanent Travelling Allowance

78.13. It was represented to the Commission that the staff of the Department should be given either regular travelling allowance or fixed travelling allowance at higher rates than at present. The Commission has examined this representation and considers that the existing rates of fixed travelling allowance payable to the staff of this Department are adequate and that there is no need for their enhancement.

Cadre and Recruitment Rules and Scales of Pay

78.14. It was represented to the Commission that the scales for pay of the executive staff should be higher than those for the ministerial staff as their work required technical skill and knowledge and was much more arduous than the work of the ministerial staff. It was also represented on behalf of some of the staff of the Department that officers working in the executive and ministerial branches should be transferred from one branch to the other and that there should be a

single State-wide seniority list for each cadre instead of Division-wise lists as at present. The Commission has examined these representations and considers that the duties and responsibilities of the executive and ministerial posts are of different kinds and hence these posts have to be kept separate. The gazetted posts in the Department are State-wide while the posts upto the rank of Supervisors including Surveyors are Division-wise. The Commission considers that the existing arrangement is satisfactory and may, therefore, be continued. The Commission has taken into consideration the nature of duties and responsibilities of both the ministerial and the executive posts while proposing the revised scales of pay for the several posts in this Department.

Commissioner for Survey, Settlement and Land Records

78.15. This post is filled by posting an officer in the senior time scale of the Indian Administrative Service. This arrangement may continue.

Deputy Commissioners (Land Records and Settlement) (2) (Rs. 900—40—1,100—50—1,300)

78.16. These posts are filled by appointment of officers in the senior time scale of the Mysore Administrative Service or by promotion of officers in the cadre of Superintendents of Land Records. The existing modes of recruitment may continue subject to the condition that officers from the Mysore Administrative Service may be posted only when suitable persons from the Department fit for promotion are not available. The revised scale of pay for these posts may be Rs. 1,100—50—1,300—60—1,600.

Survey Officer, City Survey Office, Bangalore (1) (Rs. 600—40—1,000)

78.17. This post is filled by promotion of an officer from the cadre of Superintendents of Land Records etc., (Class I Junior Scale). This mode of recruitment may continue. The revised scale of pay for this post may be Rs. 700—40—900—50—1,200.

Superintendents of Land Records (15) (Rs. 350—25—650—30—800)

78.18. Two of these posts are filled by taking on deputation officers from the Class I Junior Scale of the Mysore Administrative Service and the remaining posts by promotion from the cadre of Assistant Superintendents of Land Records. The existing modes of recruitment may continue. The Revised scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

Assistant Superintendents of Land Records etc. (73) (Rs. 250—20—350—25—500)

78.19. This cadre includes posts of (i) District Survey Officers, (ii) Sub-Assistant Superintendents, (iii) Assistant Consolidation Officers, (iv) Assistant Superintendents of Re-classification, (v) Assistant Superintendents of Cadastral Survey of Inam Villages, (vi) Assistant Superintendents of Land Records for Hissa Survey, (vii) Assistant Superintendents, Administration, (viii) Assistant Superintendent (Mapping and Press and (ix) Assistant Survey Officers. All these

posts are filled by promotion on the basis of seniority-*cum*-merit ; 80% from the cadre of Supervisors and 20% from the cadre of Head Clerks subject to the condition that the officials should have put in three years of service in the cadre from which they are promoted. For the sake of uniformity in designation all these posts may be designated as 'Assistant Superintendents' and the work of which they are in charge may be indicated within brackets against the designation.

78.20. The Head Clerks promoted to Class II posts must undergo survey training for not less than six months during the period of probation of one year. The post of Assistant Superintendent (Mapping and Press) is filled by promotion from the cadre of Supervisors (Mapping), if a suitable candidate is available or from the general cadre of Supervisors. It was represented on behalf of the Executive Officers' Associations that the proportion of the ministerial staff for promotion to the Class II cadre should be reduced from 20% to 10% and that for executive staff it should be raised from 80% to 90% while it was represented by the ministerial staff that the existing ratio should be continued. The Commission considers that there should be some reasonable chances of promotion for the ministerial staff also and therefore recommends that the existing proportion in which the ministerial staff and the executive staff are promoted to Class II gazetted posts may be continued. The revised scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

Head Supervisors(4) (Rs. 225—10—285—15—375)

78.21. These posts are filled by promotion of Supervisors. This mode of recruitment may continue. The revised scale of pay for these posts may be Rs. 250—10—300—15—420—EB—20—500.

Supervisors (including Supervisors, Mapping Section). (234) (Rs. 150—8—190—10—270)

78.22. While the posts of Supervisors are filled by promotion from the cadre of I Division Surveyors, the posts of Supervisors (Mapping Section) are filled by promotion of officials from the cadre of I Division Mappers who have completed five years of service in that cadre. The existing modes of recruitment may be continued. The revised scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

I Division Surveyors (367) (Rs. 100—5—150—6—180—10—200)

78.23. The Posts of I Division Surveyors are filled by promotion from the cadre of II Division Surveyors. This mode of recruitment may be continued. The scale of pay for these posts may be the same as that for I Division Clerks since they are filled by promotion of II Division Surveyors who are equated for purposes of scales of pay with the II Division Clerks. Their scale of pay may be Rs. 140—5—150—8—190—EB—10—260—15—290.

II Division Surveyors (1700) (Rs. 80—3—110—4—130—5—150)

78.24. The Posts of II Division Surveyors are filled by recruitment of persons who have passed the S. S. L. C. Examination. The period of probation is fixed as

one year. The existing mode of recruitment and period of probation may continue. The revised scale of pay for the II Division Surveyors may be Rs. 95—3—125—4—145—EB—5—200.

I Division Mappers (10) (Rs. 110—5—150—6—180—10—220) and

II Division Mappers (33) (Rs. 80—3—110—4—130—5—150)

78.25. While the posts of I Division Mappers are filled by promotion from the cadre of II Division Mappers who have completed three years of service in that cadre, the posts of II Division Mappers are filled by recruiting persons who have passed the S. S. L. C. or equivalent examination with “drawing” as one of the subjects. The existing modes of recruitment may continue.

78.26. It was represented that the scale of pay for the posts of Mappers in this Department should be the same as that for Draughtsmen in other Departments like Agriculture, Forest and Mines and Geology etc. As the qualifications prescribed for these posts in different departments are different, the Commission considers that the scales of pay for Mappers have necessarily to be different in the several Departments and that this request cannot be conceded. The revised scales of pay may be Rs. 140—5—150—8—190—EB—10—260—15—290 and Rs. 95—3—125—4—145—EB—5—200 for the I Division and the II Division Mappers respectively.

Head Pressmen (2) (Rs. 65—1—70—2—90)

Pressmen (12) (Rs. 55—1—65—2—75)

Wheelers and Stone Polishers (12) (55—1—65—2—75)

78.27. The posts of Head Pressmen and Pressmen are filled by promotion from the cadre of Pressmen and Wheelers and Stone Polishers respectively while the posts of Wheelers and Stone Polishers are filled by direct recruitment. The existing modes of recruitment may continue. Though the posts of Pressmen are filled by promotion from the cadre of Wheelers and Stone Polishers they have both been given the same scales of pay. This anomaly deserves to be rectified. The revised scales of pay for these posts may be Rs. 85—2—95—3—125—EB—4—145, Rs. 80—2—90—3—120—4—140 and Rs. 65—1—75—2—95 for the Head Pressmen, Pressmen and for Wheelers and Stone Polishers respectively.

78.28. The following posts are common to all Departments :—

- (i) Head Clerks (35) (Rs. 150—8—190—10—270)
- (ii) I Division Clerks (89) (Rs. 110—5—150—6—180—10—220)
- (iii) II Division Clerks (207) (Rs. 80—3—110—4—130—5—150)
- (iv) Stenographers I Grade (2) (Rs. 110—5—150—6—180—10—220)
- (v) Typists (29) (Rs. 80—3—110—4—130—5—150)
- (vi) Daftarbands and Attenders (73) (Rs. 65—2—85)
- (vii) Jamedar (1) (Rs. 70—2—90)
- (viii) Daffedars (5) (Rs. 65—2—85)
- (ix) Drivers (4) (Rs. 70—1—80—2—100)
- (x) Peons etc. (1432) (Rs. 50—1—60)

78.29. It was represented to the Commission that there should be no direct recruitment to the cadre of I Division Clerks and that all these posts should be filled by promotion from the cadre of II Division Clerks. It was also represented that Stenographers working in the Department should be promoted to the higher cadre. The minimum qualification for recruitment to the posts of II Division Clerks is a pass in the S.S.L.C. Examination. The Commission considers that the present ratio provides adequate promotional opportunities to the Second Division Clerks and that there should be scope for Graduates to join as I Division Clerks. The Commission, therefore, recommends that the existing arrangements for filling the posts of I Division Clerks may be continued. As regards promotion of Stenographers to higher cadres, the Commission recommends that they may be promoted to the cadre of Head Clerks in the ratio of 6:1 (i.e. six I Division Clerks and one Stenographer) subject to the condition that the Stenographers should work as I Division Clerk for atleast one year. The rules of recruitment may be modified suitably.

78.30. The scales of pay for these posts may be revised as indicated in Chapter 4.

Delegation of Powers

78.31. It was represented to the Commission that additional financial powers might be delegated to the Deputy Commissioner for Land Records, Deputy Commissioner for Settlement and to the Survey Officer, City Survey Office, Bangalore. The financial powers which are being exercised by the several officers of the Department at present are enumerated in the Manual of Financial Powers. These may continue. Further financial powers may be delegated to the officers of this Department in accordance with the general principles enunciated in Chapter 9.

78.32. It was also represented that further administrative powers might be delegated to the Deputy Commissioner for Land Records, Deputy Commissioner for Settlement and to the Survey Officer, City Survey Office, Bangalore. While the existing administrative powers may continue further powers may also be delegated to them in accordance with the general principles enunciated in Chapter 9.

78.33. It has been suggested to the Commission that the Deputy Commissioner for Settlement may also be given certain statutory powers under the Mysore Land Revenue Act, 1964 which are at present being exercised only by the Deputy Commissioner for Land Records. The statutory powers which have been delegated to the Deputy Commissioner for Settlement under Section 49 (e) and Section 143 are adequate. The settlement work is now almost over but there is still some residuary work which remains to be attended to. The Commission, therefore, considers that the Deputy Commissioner for Settlement may be redesignated as Deputy Commissioner for Land Records and Settlement so that he could exercise the powers of the Deputy Commissioner for Land Records as well as those of the Deputy Commissioner for Settlement. Section 18 of the Mysore Land Revenue Act, 1964 provides for appointment of the officers for purposes of Survey Assessment etc., and such officers are to be designated as Commissioner

for Survey, Settlement and Land Records, Deputy Commissioner of Land Records, Deputy Commissioner for Settlement, Superintendent of Land Records etc. It is open to the Government to give suitable designations under the latter part of Section 18 (1) of the Act as the words "or otherwise as the State Government may deem fit" seem to have been deliberately inserted to clothe the Government with power to designate the officers by such nomenclatures as they deem fit.

78.34. It has also been suggested to the Commission that some additional statutory powers might be delegated to the Survey Officer, City Survey Office, Bangalore. At present he is exercising powers under Section 153(a) of the Mysore Land Revenue Act, 1964. These powers are adequate and the Commission does not consider it necessary to delegate any further statutory powers to him.

Special Pay

78.35 The following staff borne on the Re-classification establishment and City Survey establishment are in receipt of special pay at the rates indicated against each of them.

1. Deputy Commissioner for Settlement	....	....	Rs. 100 p.m.
2. Survey Officer	....	....	„ 80 „
3. Superintendents for Re-classification work (2 posts)	....	....	„ 50 „
4. Assistant Superintendent for Re-classification work (10 posts)	....	....	„ 35 „
5. Assistant Survey Officers (10 posts)	....	....	„ 35 „
6. Head Clerk (1 post)	....	....	„ 15 „
7. I Division Clerks (2 posts)	....	....	„ 15 „
8. II Division Clerks (4 posts)	....	....	„ 10 „
9. Head Supervisors (4 posts)	....	....	„ 30 „
10. Supervisors (50 posts)	....	....	„ 20 „
11. I Division Surveyors (142 posts)	....	....	„ 15 „
12. II Division Surveyors (168 posts)	....	....	„ 10 „

78.36. It was represented to the Commission that the special pay for the staff connected with the City Survey work had to be continued as the work involved was of an arduous nature even if the special pay to the staff borne on re-classification establishment were abolished. It was also urged before the Commission that the special pay should be granted to the Deputy Commissioner for Land Records, Headquarters Assistant, Technical Assistant and Office Assistants as their work and responsibility were heavy. The Commission has examined this question and considers that there is no need to attach special pay to any of these posts in view of the general principles enunciated in Chapter 5.

78.37. The stenographers and Typists may continue to get special pay at the rates indicated in Chapter 5.

CHAPTER 78

Survey, Settlement and Land Records Department

Designation	Number of posts	Existing scale of pay and Special Pay	Rs.	I. A. S.	Recommended scale of pay and Special Pay.	Remarks.
1 Commissioner of Survey, Settlement and Land Records	1	I. A. S.	Rs.	I. A. S.		
2 Deputy Commissioner for Settlement	1	900—40—1,100—50—1,300 + Special pay Rs. 100 p.m.	}		1,100—50—1,300—60—1,600	
3 Deputy Commissioner of Land Records	1	900—40—1,100—50—1,300				
4 Survey Officer, City Survey, Bangalore.	1	600—40—1,000+Special pay Rs. 80 p.m.	}		700—40—900—50—1,200 400—30—700—EB—40—900	
5 Superintendent of Land Records ...	15	350—25—650—30—800 + Special Pay Rs. 50 for two posts.				
6 (i) Assistant Superintendent of Land Records for Hissa Survey ... (ii) District Survey Officer ... (iii) Sub-Assistant Superintendent ... (iv) Assistant Consolidation Officer ... (v) Assistant Superintendent of Reclassification ... (vi) Assistant Superintendent, Administration ... (vii) Assistant Superintendent (Mapping and Press) ... (viii) Assistant Survey Officer ... (ix) Assistant Superintendent of Cadastral Survey of Inam villages.	78	250—20—350—25—500 + Special Pay Rs. 35 for ten posts of Assistant Survey Officers and ten posts of Assistant Superintendents for Reclassification			275—20—375—EB—25—525	All these posts to be designated as 'Assistant Superintendents
7 Head Supervisor	4	225—10—285—15—375 + Special Pay Rs. 30 p.m.			250—10—300—15—420—EB—20—500	
8 (i) Supervisor ... (ii) Supervisor (Mapping) ...	234	150—8—190—10—270 + Special Pay Rs. 20 p.m. for 50 posts of Supervisors			175—10—275—15—350—EB—20—450	
9 First Division Surveyor	367	100—5—150—6—180—10—200 + Special Pay Rs. 15 p.m. for 142 posts.			140—5—150—8—190—EB—10—260—15—290	

Survey, Settlement and Land Records Department —(concl.)

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
10	First Division Mappers	10	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
11	Second Division Surveyor	1700	80-3-110-4-130-5-150 + Special Pay Rs. 10 p.m. for 168 posts.	95-3-125-4-145-EB-5-200	
12	Second Division Mappers	33	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
13	Head Clerk	35	150-8-190-10-270+Special Pay Rs. 15 p.m. for one post.	175-10-275-15-350-EB-20-430	
14	First Division Clerk	89	110-5-150-6-180-10-220 + Special Pay Rs. 15 p.m. for two posts.	140-5-150-8-190-EB-10-260-15-290	
15	Second Division Clerk	207	80-3-110-4-130-5-150 + Special Pay Rs. 10 p.m. for four posts.	95-3-125-4-145-EB-5-200	
16	Stenographer	2	110-5-150-6-180-10-220 + Special pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290 + Special Pay Rs 30 p.m.	
17	Typist	29	80-3-110-4-130-5-150 + Special Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Special pay Rs. 10 p.m.	
18	Head Pressmen	2	65-1-70-2-90	85-2-95-3-125-EB-4-145	
19	Pressmen	12	55-1-65-2-75	80-2-90-3-120-4-140	
20	Wheeler and Stone Polisher	12	55-1-65-2-75	65-1-75-2-95	
21	Jamedar	1	70-2-90	85-2-95-3-125-EB-4-145	
22	Daftarband and Attenders	73	65-2-85	80-2-90-3-120-4-140	(for Daftarband)
23	Daffedar	5	65-2-85	85-2-95-3-125-EB-4-145	(for Attender)
24	Driver	4	70-1-80-2-100	80-2-90-3-120-4-140	
25	Peon, other Class IV staff	1432	50-1-60	85-2-95-3-125-EB-4-145	
				60-1-80-2-90	

CHAPTER 79

Conclusion

79.1. In studying the problems raised by the terms of reference, the Commission had the benefit of looking into the Reports of the Pay Commissions of other States and of the Government of India. The Secretary was also able to make available through the good offices of some of his colleagues working in other Departments some foreign publications and reports including the Report of the Fulton Commission published in June 1968, bearing on some of the subjects under consideration.

79.2. The Commission undertook the task with the sole object of assisting the State and its employees in solving the various problems relating to the administration, conditions of recruitment and service, structure of pay scales and other benefits that should accrue to the employees during service and on retirement. The problems have been approached as dispassionately as possible, bearing in mind the economic conditions of the State and the needs of an efficient, clean and honest administration. It is hoped that the recommendations of the Commission will be helpful in the solution of many of the vexed questions that have arisen as a result of individual and public aspirations to evolve a socialistic pattern of society.

79.3. The Commission noticed a tendency on the part of the Heads of some Departments to resist any changes in the existing set up of their Departments, however desirable and logical they might be and on the part of some others to exaggerate the importance of the work of their Departments and to ask for more staff and better paid staff than they have now without taking into account either the relative importance of the work of the Department to the welfare of the people of the State or the capacity of the State. The Commission has however taken into account all points made out by all the officers of Government in examining the requirements of the staffing strength in different cadres and made recommendations on all relevant matters as judiciously as possible. The Commission trusts that the recommendations now made would be approached and implemented dispassionately, keeping the larger interests of the State in view. The Commission also trusts that both Government and the Heads of Departments will take suitable steps to implement early such of the recommendations as Government might accept, keeping in view the urgent need to improve the administration and to bring about economy in expenditure.

79.4. Mention must be made of the reasons which have weighed with the Commission in the working of the revised pay structures and fixation of scales of pay for different categories of the State services: (1) It is well-known that there are today more than hundred scales of pay in vogue in the State. In most

of the cases, though the initial pay and the rates of increments are identical, the maximum of the scales differed at various levels in an inexplicable manner. The Commission has rationalised and reduced the number of scales to twenty-seven only so as to eliminate disparities in the rates of increments and the maximum in scales which had an identical starting pay. (2) There are numerous instances of officials, with identical qualifications and with comparable duties and responsibilities, who are paid differently simply because they were employed in different departments. The Commission has tried to set right such inequitable and discriminatory treatment. (3) There are numerous instances of officials in the non-gazetted cadre who have been fixed in the scale of pay prescribed for officials who have passed the S.S.L.C. Examination or possess a Degree, without taking note of their additional academic or technical attainments. The Commission has tried to set right these anomalies by prescribing such pay-scales for different jobs, commensurate with qualifications and consistent with the skill and intelligence which such officials are required to bestow in the discharge of their duties and responsibilities. (4) In the past, little notice seems to have been taken of the importance of certain jobs and their impact on society with the result that there have been constant charges of 'indifference' towards or 'neglect' of those services by the Government. An attempt has been made to appreciate the 'values' of these services by prescribing, what the Commission might call, such satisfactory scales of pay as the finances of the State permit. (5) The length of the scales and the rates of increments have been so adjusted that officials who have no promotional opportunities or who have such opportunities but miss them should continue to get increments in their respective scales at least for about 15 to 20 years of their service. (6) Wherever there are isolated posts of any cadre in a Department, the Commission has recommended filling such posts by taking officials on deputation from Departments which have such posts and offer chances of promotion for such officials.

79.5. The Commission fervently hopes that the revised scales of pay now recommended would satisfy the officers and officials in the State and that they would work with all sincerity and honesty for public good. The Commission desires to emphasise that every Government servant ought to place public good above all personal considerations and be always conscious of the fact that he is paid from the public revenues for serving the cause of the public. Their services have much higher and nobler ends to achieve than production in factories; and hence, moral considerations must weigh supreme with them in the discharge of their public duties and responsibilities.

79.6. The Commission takes this opportunity of gratefully acknowledging all the assistance that was readily given by those who replied to the questionnaire, by the several witnesses, including representatives of different Associations of Government servants who appeared before the Commission and tendered evidence and by all Heads of Departments and Secretaries to Government. Special mention must be made of the co-operation extended by the officers of the Finance Department in the study of various economic problems covered by the terms of reference.

79.7. The Commission desires to place on record its appreciation of the valuable services rendered by the officers and the officials attached to the Pay

Commission Secretariat. Mr. N. Narasimha Rau who worked as Secretary has brought to bear upon his work not only his wide administrative experience which is of a very high order but also marked ability and hard work in discharging all the onerous functions of his office. His keenness in collecting very valuable data and material from all quarters has helped the Commission not a little in the study of all the problems covered by the terms of reference. His work has been arduous and his assistance most satisfying. Besides, Mr. V. Ramanathan (Deputy Secretary,) Mr. U. B. Ramachandra (Accounts Officer), Mr. P. R. Nadgir (Under Secretary) and Mr. M. B. Nanjappa (Deputy Director of Statistics) have done very valuable work in the matter of collation and analysis of material on different subjects and departments allotted to them. They have been conscientious and efficient officers. Mr. Nadgir who accompanied the Commission throughout the tours exhibited both diligence and tact in making arrangements for going through the programmes of interviews and discussions as scheduled.

79.8. Mr. P. Padmanabha, Director of Evaluation, Mr. T. S. Narayana Rao, Deputy Secretary, 'O. & M.', Mr. B. K. Viswanath Rao, Special Officer (Development) and Mr. B. Subbarao (Work-Study Analyst, 'O. & M.') undertook studies of plans, schemes and departments at the instance of the Commission and have presented very illuminating and studious reports that have been of much assistance to the Commission. Mr. V. K. Kulkarni, Special Officer, Judicial Cell, has done a very useful work in preparing a Digest of the decisions on administrative actions, of our High Court and the Supreme Court.

79.9. Mr. A. C. Mitra who was appointed as Adviser to the Commission in regard to the Public Works Department of the State has given an excellent and able report based on his vast administrative experience and deep technical knowledge. Mr. P. R. Nagendra Murthy (Executive Engineer) who worked with the Adviser has also been of much assistance to the Commission in handling the departmental matters. All the Stenographers, Typists and other officials have worked hard and co-operated with the Commission in expediting its work.

Bangalore,
Date: 2nd December 1968.

T. K. TUKOL
Mysore Pay Commission.

Establishment in the Secretariat of the Mysore Pay Commission.

(i) Officers

1	Mr. N. Narasimha Rau	....	Secretary.
2	Mr. M. S. Narayanaswamy	....	Deputy Secretary (since transferred).
3	Mr. V. Ramanathan	....	Deputy Secretary.
4	Mr. P. R. Nagendra Murthy	....	Executive Engineer (P.W.D.).
5	Mr. U. B. Ramachandra	....	Accounts Officer.
6	Mr. P. R. Nadgir	....	Under Secretary.
7	Mr. M. B. Nanjappa	....	Deputy Director of Statistics.
8	Mr. V. K. Kulkarni	....	Special Officer (Judicial Cell).
9	Mr. B. K. Viswanath Rao	....	Special Officer (Development).
10	Mr. B. T. Patil	....	Assistant Director of Statistics.
11	Mr. Nazeer Mahamood	...	Assistant Director of Statistics.
12	Mr. K. B. Surendranath	...	Section Officer (since transferred).
13	Mr. Abdul Saleem	....	Section Officer (Judicial Cell).
14	Mr. S. R. Todurkar	....	Section Officer.
15	Mr. G. S. Yalgi	....	Court Officer.

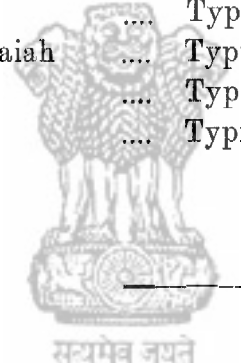
(ii) Personal Establishment of the Commission.

16	Mr. N. Lakshman Rao	....	Personal Assistant to the Commission.
17	Mr. G. R. Annaswamy Rao	....	Personal Assistant to the Commission.

(iii) Other Establishment.

18	Mr. N. S. Mani	....	Superintendent (since transferred).
19	Mr. D. Dhananjaya Rao	...	Senior Assistant.
20	Mr. B. A. Kulkarni	...	Senior Assistant.
21	Mr. T. K. Raghupathi	....	Auditor.
22	Mr. A. T. V. Seshadri	....	Auditor.
23	Mr. S. Sivaraman	....	Auditor.
24	Mr. H. Anjanappa	....	Senior Statistical Assistant.
25	Mr. H. B. Chikkanarase Gowda	....	Senior Statistical Assistant.
26	Mr. M. R. Rajagopal	....	Senior Statistical Assistant.
27	Mr. S. Alfred Samuel	....	Senior Statistical Assistant
28	Mr. M. Eraiah	....	Senior Statistical Assistant (since transferred).
29	Mr. R. Shivaji Rao	....	Assistant
30	Mr. N. T. Mannur	....	Assistant.
31	Mr. R. Balagangadhar	....	Assistant.
32	Mr. R. B. Gopala Rao	....	Indexer
33	Mr. H. S. Ananthaiah	....	Stenographer.
34	Mr. S. Doreswamy	....	Stenographer.
35	Mr. M. S. Krishna Murthy	....	Stenographer.
36	Mr. S. Narayana Murthy	....	Stenographer

37	Mr. P. H. Shamanna	....	Stenographer (since transferred).
38	Mr. M. Rangappa	....	Stenographer.
39	Mr. K. K. Nadgir	....	Stenographer.
40	Mr. Vittoba	....	Stenographer.
41	Mr. K. S. Kashiraya	....	Stenographer.
42	Mr. C. S. Doreswamaiah	....	Stenographer.
43	Mr. D. Srinivasa Murthy	....	Junior Stenographer.
44	Mr. R. Chandra Mouli	....	Junior Stenographer.
45	N. G. Kulkarni	....	Junior Assistant.
46	Mr. R. Thippanna	....	Junior Assistant.
47	Mr. B. D. Narayan	....	Junior Assistant.
48	Mr. K. Bylappa	....	Junior Assistant.
49	Mr. S. Narayana Rao	....	Junior Assistant.
50	Mr. S. V. Aswathanarayana	....	Junior Assistant (since transferred).
51	Mr. G. V. Narayana	....	Junior Assistant (since transferred).
52	Mrs. S. Lalitha	...	Junior Assistant.
53	Mrs. K. K. Saleela	...	Junior Assistant.
54	Mrs. H. A. Prameela	....	Typist
55	Mr. B. R. Gangachaluvaiah	....	Typist.
56	Mr. H. L. Anantha	....	Typist.
57	Mr. S. C. Shankar	....	Typist.





सत्यमेव जयते

SUMMARY OF RECOMMENDATIONS

(The figures in brackets represent the Chapter and the paragraph numbers).

CHAPTER 3

GENERAL ADMINISTRATION

Mysore Government Secretariat

1. (a) (i) The Planning and Social Welfare Department, as such, may be abolished ; (3.13)
(ii) The Planning Wing along with its staff may be transferred to the Finance Department ; (3.13) and
(iii) The Social Welfare Wing along with its staff may be transferred to the Education Department (3.13).
(b) Administrative control over the Department of Stationery and Printing may be transferred from the Education Department to the Department of Commerce and Industries (3.13).
2. The Development Commissioner may function as the Commissioner for Development, Municipal Administration and Agricultural Production and he need not be saddled with Secretariat work. (3.13 and 3.21)
3. The Secretary, Development, Housing, Panchayati Raj and Co-operation Department who is at present concurrently the Joint Development Commissioner may be given relief from this work and the entire establishment of that wing may be transferred to the Office of the Development Commissioner. (3.13)
4. The Food and Civil Supplies Department may be abolished when the controls over foodgrains are removed and the present system of rationed distribution is discontinued. (3.14)
5. Administrative control over the Department of Labour and the Department of Employment and Training may be transferred to the Law Department and to the Department of Commerce and Industries respectively when the Department of Food, Civil Supplies and Labour is abolished. (3.15)
6. The Departments of the Secretariat may be classified into "Heavy" and "Normal". (3.17)

7. The designations of the Departments of Secretariat may be adjusted suitably with reference to the allotment of the portfolios among the Ministers, Ministers of State and Deputy Ministers. (3.19)

8. The post of Special Secretary, Agricultural Production, may be abolished. (3.21)

9. The Secretary to Government, Home Department, may be given relief from the work relating to Organisation and Methods and the post of Special Secretary (Organisation and Methods), may be abolished. (3.22)

10. The post of Land Reforms Commissioner and *Ex-Officio* Secretary, Revenue Department, may be abolished and the post of Revenue Secretary created instead. (3.23)

11. The status of the Chief Engineer who is now working in the Public Works Department of the Secretariat may be raised to that of an Additional Secretary and a distinct block of work entrusted to him. (3.33)

12. The Director of Agriculture may be appointed concurrently as Additional Secretary to Government in the Department of Agriculture and Forest as an experimental measure. (3.34)

13. Apart from the posts of the Chief Secretary and the Law Secretary, three posts of Secretaries to Government may be in the super-time scale and eight in the time-scale of the Indian Administrative Service. (3.36)

14. The Secretary in charge of a 'Heavy' Department may be given the assistance of one Additional Secretary and at least one Deputy Secretary; the Secretary in charge of a 'Normal' Department may be given the assistance of at least one Deputy Secretary. (3.39)

15. Deputy Secretaries may be appointed at the rate of one for every three Under Secretaries; in Departments in which there are 4 or 5 Under Secretaries, the Deputy Secretary could be in charge of the work of three Under Secretaries and the other Under Secretary or Under Secretaries may work directly under the Secretary; in Departments with six or more Under Secretaries there should be one Additional or Joint Secretary in charge of the work of three Under Secretaries, one Deputy Secretary in charge of the work of every three other Under Secretaries and the Secretary may handle directly the papers put up by other Under Secretary/Under Secretaries. (3.40)

16. The existing 143 Sections may be re-grouped according to the subjects allotted to the new Departments. (3.42)

17. A compilation of legal opinions recorded by the Law Department may be prepared and copies sent to all the Departments. (3.44)

18. The Digest of decisions of the High Court and the Supreme Court in regard to important administrative matters which has been got prepared by the Commission may be got printed and copies distributed among all the administrative officers: the Digest may be maintained up-to-date. (3.45)

19. While re-organising the work of the Secretariat at the Departmental level the work of the Ministers/Ministers of State/ Deputy Ministers may also be suitably re-organised in relation to the work of the Department. (3.51)

20. A detailed time and motion study should be conducted in respect of each Section of the Secretariat. (3.53)

21. The authorities at all levels may be trusted and encouraged to exercise the powers vested in them. (3.53 and 3.54)

22. Finance Cells and Law Cells may be created in each of the 'Heavy' Departments. (3.57)

Pre-Budget Scrutiny

23. Government in the Finance Department may introduce pre-budget scrutiny in regard to Budget Estimates; this system may be introduced in respect of the Judicial Department, the Public Service Commission and the Vigilance Commission to begin with. (3.56)

Heads of Departments/Divisional Offices

24. Two separate officers in the super-time scale may be appointed to the posts of Commissioner of Excise and Commissioner of Commercial Taxes. (3.62)

25. The post of Commissioner of Survey, Settlement and Land Records, Inspector-General of Registration and Stamps and Registrar of Societies and Commissioner for Charitable Endowments may be bifurcated and a separate post of Commissioner for Charitable Endowments created and both these posts may be in the time-scale of the Indian Administrative Service/Mysore Administrative Service. (3.63)

26. All the four posts of Divisional Commissioners and their offices may be abolished. (3.65)

27. A post of Revenue Commissioner in the super-time scale of the Indian Administrative Service may be created. (3.65)

28. All the offices at Divisional level, *i.e.*, intermediary level, may be abolished. (3.67)

29. The staff working in the Divisional Offices may be absorbed in other units of the concerned Departments. (3.68)

District Administration

30. The image of the Deputy Commissioner as an important personage in the District may be built up. (3.72)

31. Steps may be taken to ensure that all the Departmental Heads at the District level work in close co-ordination with the Deputy Commissioner. (3.73)

32. All the District Heads of different Departments may be delegated with the same powers as are delegated to the Deputy Commissioner in respect of his own Department. (3.74)

Sub-Divisional Offices

33. The Sub-Divisional Officer (Revenue) may co-ordinate the developmental activities at the Sub-Divisional level. (3.76)

34. Except for the Sub-Divisional Offices like those of the Assistant Commissioner in the Revenue Department and the Deputy/Assistant Superintendents of Police, all other Sub-Divisional Offices may be abolished. (3.77)

Taluk Offices

35. The importance of the Office of the Tahsildar may be enhanced; all the officers of the Development Department at the taluk level may work in close co-ordination with the Tahsildar. (3.79)

Village Administration

36. The Mysore Land Revenue Act may be amended so as to entrust the responsibility for handling the monies due to Government to the Village Patels and to confine the duties of Village Accountants to the maintenance of village records and accounts. (3.85)

37. Responsible persons of the village may be appointed as Village Patels on an honorarium of Rs. 100 per annum; they may also discharge the duties of Police Patels in villages of normal size; independent functionaries may be appointed as Police Patels only in very large villages. (3.86)

38. Inferior Village Servants may be designated as "Gram-rakshaks" and they may be given honoraria of Rs. 12 per month (3.87)

39. The expenditure incurred on the payment of honoraria to the Village Patels and to the Inferior Village Servants may be shared equally by the Revenue and the Police Departments. (3.88)

40. The Village Accountants should be concurrently the Secretaries of the Village Panchayats and in exceptional cases separate individuals may be appointed as Secretaries of the Village Panchayats. (3.92)

41. Specific duties and responsibilities may be attached to Village Accountants and Secretaries of Village Panchayats. (3.89 to 3.94)

CHAPTER 4

PRINCIPLES FOR THE DETERMINATION OF PAY

Minimum Remuneration

42. The minimum remuneration for the last grade employees may be fixed as Rs. 60 per month at the All-India working class cost of living index level of 100. (4.58)

43. Allowing for 100 per cent neutralisation in the increase in the cost of living between the levels of 100 and 160 points (reached in 1965), the amount of Rs. 35 required to neutralise this gap may be treated as additional basic pay. (4.59 and 4.60)

44. The aggregate of the additional basic pay and the dearness allowance paid to the employees in the State may be equal to the amount of dearness allowance paid by the Central Government to their own employees. (4.60 and 4.61)

Pay Structure

45. Longer span of time-scale may be provided in cases where there are no adequate promotional opportunities; a special scale of pay may be prescribed for isolated posts. (4.96)

46. The differentiation between the scale of pay in the Secretariat and the other subordinate departments may be made only from the level above which the work in the Secretariat is demonstrably different from that in other offices. (4.97)

47. The employees of the State Government may continue to be classed as Class I, Class II, Class III and Class IV as at present. (4.104)

48. The suitability of a person to cross the Efficiency Bar may be determined by application of purely objective tests. (4.108)

49. The scales of pay for technical personnel should not be raised to meet any temporary shortages; they may be raised only when the remuneration compares so unfavourably with outside rates that Government are not able to get even a reasonable share of the available personnel to meet their administrative needs. (4.112)

50. Incumbents who acquire special knowledge or higher qualification which would add to the efficiency of their services in the departments concerned, may be given advance increments or Qualification Pay. (4.113)

51. Government may prepare a special list of officers who have received training in specific disciplines and take adequate steps to ensure proper posting as wrong postings would result in waste of talent and money. (4.114)

52. As the degree of expertise varies from one service to another, it may not be possible to maintain any horizontal relativities with reference to technical jobs of various departments. (4.115)

53. The maximum of the incremental scale has to be fixed with due regard to the duties and responsibilities of the post and the qualifications required for holding the post. (4.123)

54. The number of scales of pay should be reduced from the existing number of 108 to 27. (4.127)

55. The State Government may grant pay in the selection grade, as recommended, to an officer who has reached the maximum of the time-scale in cases where no specific recommendation has been made by the Commission. (4.129)

56. Pay in the revised scales may be fixed on the principle of 'point to point' fixation subject to limitations suggested. (4.134 and 4.135)

57. Instead of issuing orders in individual cases as in Government Order No. GAD 7 ASR 67, dated 5—6th January 1968 a suitable general rule based on these principles may be issued as a modification to the Revised Pay Rules, 1961. (4.138)

58. Persons who have not opted to any of the earlier revised scales of pay should be given the benefit of the 'dearness pay' being counted for purposes of fixation in the new scales of pay. (4.139)

Common Scales of Pay

59. Government may revise the scale of pay for such posts as have not been brought to the notice of the Commission, bearing in mind the principles enunciated by the Commission. (4.140)

60. The present incumbents of all the posts may be given the option either to retain their own scales or to come under the new scales, but all persons recruited to these cadres after these scales come into force should be only in the new scales. (4.143)

61. Dalayats, Peons and other categories of employees like Malis, Cycle Orderlies, Sweepers, Watchmen, Cleaners etc., who are now in the scale of pay of Rs. 50-1-60 may be given the same scale of pay unless recommended otherwise for any specific category of posts and the Cycle Orderlies may continue to draw the allowance which they are at present drawing. (4.146 to 4.147)

62. There should be a uniform system in respect of Cooks and other Class IV employees employed in hostels of various educational institutions both in matters of emoluments and service conditions. (4.152)

63. There is no uniform scale for Attenders. The posts of Attenders in the Secretariat have been abolished. The existing employees are, however continued. Future recruitment to this cadre may be stopped and the cadre of Attenders abolished as soon as the persons retained in this category retire or are promoted. The same scale of pay may be given to the persons who remain in this category irrespective of the office in which they might be working. (4.160)

64. All the Drivers (including those in the Selection Grade) may be given the same scale of pay (4.162).

65. The cadre of III Division Clerks may also be abolished as in the case of Attenders. (4.163)

66. The scale of pay for Second Division Clerks/Junior Assistants shall be uniform in all departments. Such of the officials who are graduates at the time of entry into this cadre or obtain a degree while in service may be given four advance increments. (4.164)

67. The posts of Accounts Clerks, Time-Keepers, Store Keepers, Librarians, Store Clerks, Record Keepers etc., who are in the same scale of pay as Second Division Clerks may all be designated as Second Division Clerks and may be allowed to do the work assigned to them ; the scale of pay for these posts may be the same as for Second Division Clerks/Junior Assistants. The system of giving

four advance increments to graduates in these cadres may also be continued. (4.165)

68. The Assistants/First Division Clerks working in the Secretariat, the High Court, the Public Service Commission, the Legislature Secretariat and the Vigilance Commission may be given a common scale of pay and the First Division Clerks of all other Departments may be given another common scale of pay. (4.168)

69. Accountants, Head Clerks, Store Keepers, Record Keepers, Internal Auditors etc., who are equated for purposes of pay with the First Division Clerk may also be given corresponding scales depending on the Department in which they are working. (4.169)

70. Typists may be given the same scale of pay as Second Division Clerks and a Special Pay of Rs. 10 as at present. The Typists who acquired knowledge of typing in a language other than English and possess the required Certificate may be given an additional remuneration of Rs. 10 per mensem when asked to attend to typing work in such a language also. (4.171)

71. The scales of pay for Stenographers (Grade I) and (Grade II) may be the same as for First Division Clerks and Second Division Clerks in addition to Special Pay of Rs. 30 and Rs. 20 respectively as at present. In addition, they may be given a Special Pay of Rs. 15 per mensem if they are asked to attend to stenography and typing work in a language other than English for which they possess the prescribed certificate. (4.174)

72. Selection Grade Stenographers may be given a Special Pay of Rs. 15 per mensem if they are asked to attend to Stenography and typing works in a language other than English for which they possess the prescribed Certificate. (4.175)

73. I Grade Stenographers, II Grade Stenographers and Typists who had not opted to the clerical scales of pay during 1961 may be given the revised scales of pay as indicated. (4.176)

74. The ministerial Heads of sections/branches in the offices of the Heads of Departments and of subordinate offices are variously designated as Superintendents, Managers etc. They may be broadly classified into four categories *viz.*, (a) Chief or Supervisory Ministerial Officers in the gazetted Class II cadre designated as Headquarters Assistants, in the offices of Heads of Departments, (b) Senior Class III Officers designated as Managers, and (c) relatively Junior Class III Officers (above the Grade of First Division Clerks) designated as Superintendents Grade I and II. (4.178)

CHAPTER 5—SPECIAL PAY

75. The unhealthiness of a locality may be omitted from the definition of Special Pay. (5.16)

76. Special Pay may be granted in cases where the duties attached to a post are intrinsically more arduous as compared to other posts in that cadre and where the work to be performed involves much mental strain and hard work as distinct from work normally attached to other posts in the cadre. (5.21)

77. Special Pay may be given to a Government servant who is required to perform work which falls outside the ordinary scope of the duties of his post and which involves substantial addition to his work and where the addition to responsibility creates distinct difference in the level of responsibility. (5.22)

78. There is no justification for grant of Special Pay on the ground of confidential or secret nature of work. (5.25)

79. Special Pay may be granted to Typists and Stenographers recruited in the clerical scales of pay. Additional Special Pay may be granted to the Typists and Stenographers posted to the establishments of the Ministers and the Secretaries to Government. (5.26)

80. Clerks who are entrusted with the work of handling heavy cash or heavy stores may be given Special Pay and may be required to furnish security. (5.27)

81. Additional Charge Allowance may be paid in the case of combination of appointments only if the additional responsibility involves extra hours of work. (5.29)

82. Special Pay or Deputation Allowance need not be sanctioned where deputation involves only a change of office without specific addition to duties and responsibilities. (5.30)

83. The amount of Special Pay need not ordinarily exceed 10 per cent of the average of the time-scale of pay of the post and in no case exceed 20 per cent of such average pay. As far as possible, the amount of Special Pay may be expressed in terms of fixed amounts. (5.32)

84. There should be periodical review of Special Pays by the Finance Department so that they are not sanctioned as a matter of course and on an *ad hoc* basis and do not get permanently attached to posts without special reasons. (5.33)

CHAPTER 6—ALLOWANCES

Dearness Allowance

85. In the context of the prevailing price fluctuations though an upward trend has persisted, it is not possible to rule out the possibility of a fall in prices. Dearness Allowance may, therefore, continue as a separate and distinct element in the remuneration of State Government employees. (6.6)

86. The rates of Dearness Allowance for the State employees may be kept at the same rates as for the Central Government employees. (6.7)

87. The difference between what the basic pay would have been had it been determined on the basis of the cost of living at 160 points and the basic pay recommended to be paid on the basis of the cost of living of 100 points may be treated as additional basic pay. (6.9)

88. For future adjustments, the aggregate of the additional basic pay and the Dearness Allowance of the State Government employees may be equal to the Dearness Allowance paid to the Central Government employees for corresponding pay ranges. (6.9)

Compensatory Allowances

89. The system of paying Compensatory Allowance may continue in order to compensate Government employees for the high cost of living in certain localities or areas or in consideration of special reasons. (6.16)

City Compensatory Allowance

90. City Compensatory Allowance may be separated from the existing consolidated Compensatory-cum-House Rent Allowances, and determined with reference to the element of extra expensiveness of cities not covered by Dearness Allowance and House Rent Allowance. (6.18)

91. City Compensatory Allowance may be paid only in respect of places with a population of one lakh and above. (6.19)

92. Special arrangements for transport on subsidised basis may be made in Bangalore, Mysore, Hubli-Dharwar, Mangalore, Belgaum and Gulbarga. In these places monthly passes may be issued to such of the Class IV and III employees as wish to come under the scheme of subsidised transport at a concessional fixed rate of Rs. 5 per month. The balance between the full fare and the sum of Rs. 5 may be paid by Government to the Mysore State Road Transport Corporation. (6.20)

93. City Compensatory Allowance may be paid in cities at the rates recommended. (6.21)

House Rent Allowance

94. Government may assume greater responsibility for providing residential accommodation to their employees and take up construction of quarters or encourage the Life Insurance Corporation of India, the Housing Board, the Housing Corporation and the Housing Co-operative Societies to construct houses and to give them on long lease to Government for allotting them to individual employees on a rent of 10 per cent of the pay. (6.26)

95. In smaller places, if other organisations are not inclined to take up construction of houses, Government may themselves accept direct responsibility for constructing houses. (6.27)

96. Until such quarters are made available House Rent Allowance may be paid at the rates recommended. (6.30)

97. The present classification of cities and towns based on the decennial census figures of population is reasonable for grant of House Rent Allowance and may be continued. (6.31)

98. Government may provide quarters to Judicial Officers by constructing houses for their use or by taking private houses on long lease and letting them out to these officers at a standard rate of rent of 10 per cent of their basic pay. (6.33)

Hill Allowance

99. The Hill Allowance that is being paid at present may be continued at the existing rates. (6.37)

Project Allowance

100. The definition of 'Projects' may be modified to include "projects" of departments like Agriculture, Horticulture, Animal Husbandry, Forests etc., located in remote and out-of-the-way places in addition to the Irrigation and Power Project estimated to cost not less than Rs. 10 lakhs. (6.38)

101. The staff attached to the projects and staying on the project sites may be granted Project Allowance at 20 per cent of the pay subject to a ceiling of Rs. 100 per month. This allowance should not be admissible to such staff residing in city or taluk or district headquarters or within a radius of 3 miles thereof. Land Acquisition staff may be given Project Allowance only in the event of their having to stay at the Project Sites. (6.38)

102. In the case of the Irrigation or Hydro Electric Projects, the Project Allowance may be reduced by 50 per cent after rent free houses, free electricity and free water supply are provided and may be completely stopped after the project is commissioned. (6.39)

Bad Climate Allowance

103. Bad Climate Allowance need not be paid as there are no localities in the State warranting the grant of such allowance. (6.40)

Travelling Allowance

104. Government servants may be divided into grades, instead of into classes and the revised classification, adopted. (6.45)

105. The existing arrangements in respect of entitlement to accommodation for journeys by Railway may be modified. (6.50)

106. The incidental charges and the rates of road mileage may be revised. (6.53 to 6.55)

107. In respect of road journeys exceeding 50 miles (80 Kilo meters) a day, road mileage may be paid at 25 paise per Kilometer beyond the first 80 Kilometers. (6.58)

108. Road mileage may be given both for the forward and the return journeys between places connected by rail under certain circumstances. (6.62)

109. The entitlement to classes of accommodation for journeys by sea or river may be revised. (6.67)

110. The rates of daily allowance applicable within and outside the State may be modified. (6.69 to 6.77)

111. The daily allowance during the period of deputation for training or study to places outside the State, within India may be revised. (6.79)

112. The existing rules regarding the travelling allowance on transfer may be modified. (6.81)

113. Payment of Conveyance Allowance may be regulated according to the principles laid down. (6.86)

114. Rules regarding travel concessions to Government Servants may be modified (6.87)

115. Mileage rates may be paid to a Government Servant summoned to give evidence in a Court though situated within 5 miles from the headquarters. (6.89)

116. Suitable Travelling Allowance may be paid to a retiring Government Servant. (6.91)

117. A Government Servant may be paid an advance of two months' pay on transfer. (6.92)

Clothing and Washing Allowance

118. The policy of supplying only Khadi Uniforms or Khadi Cloth for Uniforms to be worn by Class IV staff may be reconsidered and white-drill suits made of handloom cloth may be supplied to the Class IV Officers. [6.98(i)]

119. As far as possible only ready-made suits may be supplied to the Class IV Staff ; whenever this is not feasible, stitching charges at the rate of Rs. 10 per suit may be given. [6.98(ii)]

120. Specific and detailed rules may be framed requiring the Class IV staff to attend office neatly and properly dressed, in the uniform supplied to them providing for punishment of defaulters. A responsible official in each office, may be entrusted with the work of supervision for ensuring strict observance of the rules so framed. (6.99)

121. The payment of washing or dress allowance now being paid to the Class IV and other staff of different departments may be discontinued. (6.101)

Overtime Allowance

122. No Overtime Allowance need be paid to the ministerial and other classes of employees of Government Offices generally. (6.106)

123. Overtime allowance at the existing rate may be continued, in the case of the subordinate employees of the Government Press, particularly those coming under the Industrial Establishment. (6.108 and 6.109)

124. Overtime allowance now being paid to Class III and Class IV staff of the Legislature Secretariat may be continued subject to the restrictions specified. (6.110)

125. Similarly, the Typists or Typist-copyists of the Judicial Department and Clerks or Copyist-Clerks in the Sub-Registry and other offices may be paid overtime allowance subject to the restrictions specified. (6.114)

CHAPTER 7

AMENITIES

Medical Aid

126. If the employees consult and get treatment from qualified Registered Private Practitioners the expenses incurred by them in this regard need not be reimbursed. (7.4)

127. Free Medical treatment, both in-patient and out-patient, as given at present, may be continued. (7.5)

128. In order to enable the Government employees to attend Offices at 10.30 A.M. all the Government Hospitals may be asked to give priority to the Government servants between 9 and 10 A.M. for their treatment in the Out-patient Wards. (7.5)

129. In the case of hospitalisation, all aspects of medical treatment may be provided free as at present. (7.5)

130. All the medicines required in connection with the treatment of major illness may be given free from the stores of the Government Hospitals. (7.5)

131. If any particular medicine which is prescribed is not readily available in the stores, the employee may be asked to purchase such medicine and the cost of such medicine paid out of the imprest amount after taking the medicine to the stock of the hospital. For this purpose, sufficient amount may be kept as imprest in the Hospitals. (7.5)

132. For treatment of minor ailments, a Cash allowance of Rs. 5 per month may be paid to the Class IV employees and allowance of Rs. 8 per month may be paid to Class III officials. No such cash payment need be made to Class I and Class II Officers. (7.5)

133. The cost of spectacles may be re-imbursed to the extent of Rs. 15 only, once during the service of an official. (7.5)

House Building Advance

134. Government may exempt their employees from payment of stamp duty and Registration charges in respect of documents executed by them undertaking to repay House Building Advances or Loans. (7.15)

Motor Car and Motor Cycle Advances

135. The procedure regarding the grant of second and subsequent advances may be simplified. (7.24 and 7.25)

Marriage Advance

136. Advances for performance of marriages of the Government employees themselves or of their children and dependents may be granted if they have put in not less than 5 years of service. (7.27)

137. The advances may be limited to 12 months pay of an employee subject to a maximum of Rs. 1,000 in the case of Class IV employees, of Rs. 2,000 in the case of Class III employees and of Rs. 3,000 in the case of others; simple interest at 5 per cent per annum may be charged on such advances. (7.27)

Education Facilities

138. For Collegiate Education, for the grant of freeships and scholarships, the norm of a parent's annual income may be raised from the existing level of Rs. 2,400 to the level of Rs. 4,200. (7.31)

139. Education Loans may be granted to the children who pursue courses of study in Agriculture, Veterinary and Medical College if their parents' income does not exceed Rs. 4,200 per annum. (7.33)

140. The amount of the loan may not exceed Rs. 1,500 per year. The present condition that the loanee should bind himself to serve the Government for a period of 5 years on completion of studies is unnecessary and the condition may be replaced by a solvent third party surety for repayment. (7.33)

141. In the case of Government employees who are stationed at places at or near which no Government or Aided School is available and whose income does not exceed Rs. 500 per month, an allowance of Rs. 5 per month per child studying in the Primary and Rs. 10 per month per child studying in Secondary Schools may be granted. The children of Government servants studying in Colleges outside the places of work of the parents may be given freeships or half-free-ships. (7.35)

142. The children of the employees who are transferred from one station to another may be given admission in the corresponding classes in the schools in the places to which the officers are transferred. (7.36)

143. Government may persuade the three Universities in the State to adopt common courses of study and text-books at least for the under-graduate course as they themselves have been in the case of schools. (7.36)

Canteen and Lunch Room Facilities

144. Government may provide separate room with facilities for drinking water and other incidental needs for every office having an establishment of 50 persons and more to enable the employees to take their lunch. In smaller Offices some portion of the office building may be set apart for this purpose. (7.39)

145. In Offices where the staff strength is not less than 250 private hoteliers may be encouraged to run canteens. (7.40)

146. If the employees themselves wish to start Canteens on co-operative basis, Government may provide accommodation, light and water free of cost and may also meet the initial cost of furniture, crockery and cutlery and a reasonable proportion of the expenditure on the catering staff. (7.40)

Consumer Co-operatives

147. While it would not be advisable for the State Government to undertake the establishment of Departmental Stores, Government may, if approached, encourage the employees to start Co-operative Stores or Societies of their own, by providing some facilities and assistance. (7.45 and 7.46)

148. The Department of Co-operation may assist such Co-operative Societies in the procurement of articles at reduced prices. (7.47)

Working Conditions

149. As the available office accommodation is not satisfactory in many cases, Government may pay greater attention to the provision of accommodation on standard scales. (7.49)

150. Government may undertake the construction of buildings. Offices selection of such buildings may be made with care and in for locating offices to save enormous amount of rent paid at present. (7.50)

151. While taking private buildings on hire for Government Offices selection of such buildings may be made with care and in proper localities and in the proximity of other Government Offices, post offices and Banks. (7.50)

152. All Government Offices may be provided with decent furniture and equipment such as books of reference, articles of stationery and copies of Acts, Rules and Regulations. (7.51)

153. Greater attention may be paid to the provision of proper lighting, ventilation, sanitation, supply of drinking water and bath rooms in Government Offices. (7.52)

154. Sufficient attention may be given to the matter of efficient and economic lay-out of space in all Government Offices. (7.53 and 7.54)

Recreation Facilities

155. Government need not establish and maintain Social or Recreational Clubs or establish any Amenity Fund for this purpose. If a sizeable number of Government servants form Associations amongst themselves and approach Government for assistance, Government may assist them by a matching grant. (7.56)

Incentives

156. It is advisable to institute the system of incentive awards in the State for efficient work; the award may be in the form of Letters of Appreciation, Certificates of Merit, Medals, or token cash awards. (7.61)

157. In order to scrutinise the cases for Incentive Awards screening committees both at the State level and at the District level may be constituted. (7.62)

158. The present system of granting advance increments (not exceeding the limit of Rs. 100) may continue in the case of the officials who acquire graduate qualifications, but continue to work in non-graduate cadres. (7.63)

159. In Technical Departments where acquisition of Post-graduate or higher qualifications is conducive to better efficiency 4 advance increments subject to a maximum of Rs. 100 may be granted. If the person who has acquired post-graduate qualifications and has been granted advance increments is appointed to a post for which post-graduate degree is the minimum qualification, advance increments granted may be merged with his pay. (7.64)

160. In order to encourage the administrative personnel at various levels to acquire knowledge of Hindi, a lumpsum cash award of Rs. 100 may be paid to Non-Gazetted Government servants who pass the 'Praveshika' or equivalent examination in Hindi. The rule restricting the award to a pass in First Class may be repealed. (7.65)

Welfare Fund

161. Welfare funds may be established in all the Departments mainly on the basis of contribution by the employees themselves. The membership of the fund may be made voluntary. (7.69 to 7.72)

162. Government may give an *ad-hoc* grant initially and later continue the grants on an *ad-hoc* or matching basis. (7.72)

Home Orderlies

163. Home Orderlies may be provided to all Class I Officers of the State Government. The number of Orderlies may be restricted to one for each Class I Officer. (7.82)

164. The Secretaries to Government, Heads of Departments Deputy Commissioners of Districts and District Judges, may be permitted to appoint persons of their own choice as Home Orderlies and if any of the officers does not like to appoint a Home Orderly, a compensatory cash allowance of Rs. 50 per month may be paid to him. (7.83)

CHAPTER 8

SERVICE CONDITIONS

(i) *Recruitment*

165. Vacancies may be filled as and when they occur; accumulation of vacancies by postponing recruitment may be avoided. (8.6)

166. The Public Service Commission may arrange for the recruitment of candidates only to Class I and Class II Cadres by holding competitive examinations as well as by interviewing the successful candidates. Recruitment Committees may be constituted with the Heads of Departments and some others of equal status to recruit candidates to posts at lower levels. (8.6 and 8.8)

167. Competitive examinations need not be held for selection of candidates for Ministerial cadres; the performance of the candidates at the University Examination or any other "qualifying" examination may be taken into consideration for preparing a list of candidates for interview and the final list of candidates eligible for appointments may be prepared in the light of their performance at the interview. (8.9)

168. Candidates getting higher ranks in the selection may be assigned to the Secretariat; the others may be assigned to regions or departments of their choice to the extent possible. (8.10)

169. It may be ensured that fair representation is given to educated women in Government service. (8.11)

170. The present system under which the Head of the Technical Department concerned is associated with the Public Service Commission as an Adviser while selecting candidates for appointment to technical posts may continue. (8.12)

171. The practice of appointing local candidates may be discouraged. (8.13)

172. Government may ensure that their instructions about regular submission of forecasts of the requirements of staff based on the expected retirements during the following year are followed scrupulously. (8.14)

173. Promotion of officers to vacancies reserved for direct recruitment may be as rare as possible. (8.16)

174. While the general age limit for entry into Government service may remain at 28 years, Government may consider whether the age limit of 33 years prescribed for Scheduled Castes and others cannot be reasonably reduced to 30 to 32 years. (8.18)

175. No changes need be made in the minimum qualifications prescribed for the several posts in the general cadres. (8.20)

(ii) *Probation*

176. Provision in the Probation Rules for discharging (or reverting as the case may be) a probationer who fails to pass the prescribed tests or to acquire the prescribed special qualifications, within the specified period of probation, should be enforced strictly and the probationary period once prescribed should not be extended in any but exceptional cases. (8.25)

177. Probation of two years may be prescribed in all cases and immediately after a candidate completes his probation satisfactorily, declaration to that effect should be issued and it should be followed by an order of confirmation. Probationers should be allowed to draw pay at the minimum of the scale of pay applicable to the concerned cadre during the period of probation. (8.26)

178. As Rule 9 of the 'Probation' Rules goes counter to the definition of the word 'Probationer' in Rule 2, it may be amended suitably. (8.28 and 8.29)

(iii) *Training*

179. The Administrative Training Institute, Mysore, may continue as it is and perform the functions as already assigned to it by Government. (8.36)

180. After a candidate is selected for appointment to a Gazetted post he may be given training for some time in the Training Institute and for some further time on the job. (8.37)

181. A candidate may be posted for regular duties after he completes the institutional and inservice training successfully and passes all the prescribed departmental tests. (8.37)

182. The training for the candidates recruited to non-gazetted posts may be "on the job" or "of the job" in a separate class depending on the nature of work. (8.42)

183. The Heads of Departments may look upon the training to Government servants as essential for the building up of the manpower and may ensure that persons working under them are trained in suitable courses. (8.43)

184. Suitable short-term training course may be arranged for Gazetted Officers and for the supervisory staff. (8.44)

185. Training Institutions may be established at the headquarters of each District. (8.45)

186. Facilities may be provided during the period of training for learning the theory and practice of the basic duties and to pass the departmental examinations. (8.48)

187. The candidates who complete the training successfully may be posted as supernumeraries for a period of six months to one year to the various offices. (8.49)

188. The proposed Institutions may provide different training courses. (8.50)

189. The Institutions may also provide a wide range of short-term refresher courses for a much larger body of staff. (8.51)

190. In the proposed Institutions teaching work may be done by some of the senior Officers, part-time, a few Instructors, whole-time and a few others may be taken on deputation from the Universities. (8.52)

191. Pending the establishment of such Institutions, the Heads of Offices may themselves arrange for giving training to the new recruits. (8.53)

192. Even in the case of technical departments, the Heads of such Departments may ensure that the recruits to be appointed in such Departments receive proper technical and administrative training before being put on the job. (8.54)

193. Government may instruct all the Heads of Departments that whenever they inspect their subordinate offices they must make it a point to impress on the Heads of the subordinate offices the importance of giving training to the new recruits in their offices. (8.55)

(iv) *Seniority Rules*

194. Rules regulating seniority of Government servants should not only be equitable but protect their rights fully. (8.57)

195. Powers vested in Government under Rule 6 of the Government servants' Seniority Rules 1957, read with Rule 16 of the General Recruitment Rules, should not be resorted to freely but only with the greatest circumspection and care and only in exceptional cases. (8.60)

196. Vacancies should be classified properly and a planned forecast of vacancies should be prepared well in advance so as to facilitate recruitment by competitive tests at regular and pre-determined intervals and recruitments on probation should be made only after ascertaining the existence of substantive vacancies, so as to avoid disputes and controversies regarding seniority of direct recruits *vis-a-vis* promotees. (8.62 to 8.63)

(v) *Leave entitlements and Transfers*

197. Leave reserve for each Department may be worked out suitably after taking into consideration the factors indicated. (8.68)

198. A regular calendar of leave may be drawn up taking into consideration the choice of the Government servants regarding the period when they wish to go on leave. (8.70)

199. A Government servant may be permitted to encash a portion of earned leave. (8.76 and 8.77)

200. A gazetted Officer may be permitted to draw his leave salary without an authorisation from the Accountant General. (8.79 to 8.85)

201. The authority competent to order transfers may take into consideration leave applied for by a Government servant and also the choice of place of posting while issuing orders of transfers. (8.87)

(vi) *Pension*

202. All service under Government whether temporary or permanent may count for pension. (8.97)

203. Interruptions in service caused for reasons beyond the control of a Government servant should not entail forfeiture of past service ; the period/periods of actual break in service need not, however, count for this purpose. (8.97)

204. Extraordinary leave without allowances may also count for pension under all circumstances upto a total period not exceeding three years in the entire service of an officer except when a competent authority has specifically directed that such leave should not count as period spent on duty. (8.98)

205. The benefit of "added years" may be extended to certain categories of employees. (8.101)

206. The "average emoluments" for pension may be calculated on the basis of the emoluments drawn during the last 12 months of service. (8.103)

207. "Non-Practising Allowance" paid to the medical personnel may be allowed to count for pension in full if the system of paying this allowance is continued. (8.107)

208. "Emoluments" drawn by a Government servant whether in an officiating or substantive capacity and charge allowance given for duties performed in addition to the work of a regular appointment for a period of more than three months continuously may count for pension. (8.108)

209. The procedure for sanctioning pension in respect of both Gazetted and Non-Gazetted Officers may be simplified. (8.110 to 8.115)

(vii) *Provident Fund*

210. In cases where the subscription to the Provident Fund is compulsory, the subscription may be raised from $6\frac{1}{4}$ per cent of the emoluments to 10 per cent of the mean between the maximum and the minimum of the scale of pay applicable to the Government servant. (8.119)

211. Such of the officials whose cases for further Compulsory Insurance are not approved by the Medical authorities may be required to subscribe compulsorily to the Provident Fund, an amount not less than the difference between the monthly premium that is already paid and an amount equal to 10 per cent of the mean between the maximum and minimum of the scale of pay applicable to them. (8.119)

212. The maximum limits both in respect of advances and withdrawals may be limited to 75 per cent of the accumulations as on the date of sanction. The withdrawals need not be limited to pay for particular number of months. (8.123)

213. The question of introducing the system of financing Insurance Policies from the accumulations in the Provident Fund of the employee may be considered. (8.124)

CHAPTER 9—EFFICIENCY AND WORK-LOAD

Organisation and Methods Division

214. An independent Department designated as the Department of Administrative Reforms may be created in the Secretariat both for inspection of offices and Organisation and Methods. (9.5)

215. Systematic and detailed inspections may be conducted by the Departmental Officers at all levels. (9.6 to 9.9)

216. Instructions may be issued to all the inspecting officers that while inspecting offices they should give detailed instructions on the steps to be taken to improve the efficiency of the office inspected and to dispose of matters pending disposal for long periods. (9.10)

217. Inspection Minute Books may be prescribed for ensuring compliance of the points noted at the time of inspections. (9.11)

218. The Secretary in-charge of Organisation and Methods and the Secretaries of the Administrative Departments concerned may continue, as at present, to discuss specific cases or categories of cases in which delays have occurred and bring to disposal the old cases. (9.14)

219. The Department of Administrative Reforms as contemplated may undertake time and motion studies in the offices of the several Departments at different levels. (9.15)

220. Each Department should set up a small 'Organisation and Methods' Cell to study the methods and techniques applicable to the work of the Department and to tender advice to the Head of the Department as also to the officers subordinate to him. (9.15)

221. Standards of work may be prescribed after conducting time and motion studies for officials at each level in each Department. (9.19)

222. While prescribing the standard of work and judging the work of officials with reference to such standards, not only the quantity of work attended to but the manner in which it is attended to may be taken into consideration. (9.20)

223. Even in the Secretariat, attempts may be made to step up the rate of disposal by simplifying the methods of work by using standard forms, printed reminders cards, printed acknowledgement cards etc. (9.21)

224. The Department of Administrative Reforms may undertake time and motion study of groups of offices and fix the work-loads for different categories of staff. (9.23)

225. The Department of Administrative Reforms may assess the excess or surplus in the existing staff in relation to the optimum standards of work and recommend the extent to which the administrative staff could be reduced. (9.24)

226. After the surplus posts are determined, steps may be taken to ensure that the incumbents of such posts are deployed in the vacancies which arise over a specified period. (9.24)

227. The staff need not be increased any further even when additional items of work are entrusted to any office or Department if such work merely results in a marginal increase in the quantum of work. (9.26)

228. Test studies may be conducted by the Department of Administrative Reforms, norms of work determined and staff sanctioned wherever necessary with reference to such norms. (9.26)

229. The tendency of the Departments to ask for staff without justification or without detailed examination of the work involved, may be checked. (9.26)

Conferences and Meetings

230. Steps may be taken to ensure that firm decisions are reached at meetings, conferences and discussions and that the decisions are recorded promptly. (9.27 to 9.35)

231. Meetings and Conferences may be reduced to the minimum. (9.36)

Confirmation of Temporary Government Servants

232. At least 50 per cent of the existing temporary posts in all the cadres may be made permanent. (9.39)

233. Government may take expeditious steps to finalise all the pending Inter-State Seniority Lists. (9.40 and 3.47)

In-charge Arrangements

234. The practice of making in-charge arrangements may be discontinued and regular promotions may be ordered against vacancies lasting for more than one month in higher cadres. (9.44)

Proper utilisation of services of Trained Personnel

235. The specialised knowledge or skill of the Government servants who have undergone training in a particular field may be made use of to the best advantage of the administration. (9.45)

Re-employment of Government Servants

236. Extension of service to or re-employment of retired Government servants may be refused in all cases except when compe-

tent substitutes are not immediately available to replace retiring officers with technical qualifications and such officers on retirement, may be employed purely on a contract basis. (9.50) and (9.51)

237. When an officer is re-employed on this basis he may be given only the salary last drawn minus the pension admissible to him. (9.52)

Watch and Ward for Government Offices

238. The responsibility of maintaining Watch and Ward where more than one offices are located in the same premises may be entrusted to the Head of the Office which has the largest staff and which has occupied the greater portion of the building. (9.54)

Maintenance of Duplicate Service Registers

239. Duplicate Service Registers may be given to all employees without levying any fees. (9.58)

Class IV Institution

240. The Department of Administrative Reforms may assess the work done by the Class IV Officials and evolve a new scale for appointment of Class IV staff. (9.65)

241. Pending such examination by the Department of Administrative Reforms, steps might be taken to reduce the strength of Class IV staff in all administrative offices. (9.66)

Identity Card

242. Identity Cards may be issued to all the employees in all the Government Offices in the State. (9.67)

Maintenance of Motor Transport

243. Maintenance workshops may be maintained in each of the four regions at Bangalore, Mysore, Hubli-Dharwar and Gulbarga for attending to the major repairs of Government Vehicles in each region. (9.68)

244. Service Stations may be opened at each district headquarters for attending to the servicing and minor repairs of all Government Vehicles. (9.68)

245. All the Government Vehicles in the district may be placed in a pool under the control of the Deputy Commissioner. (9.69)

246. In Bangalore City also such a common pool of Government vehicles may be formed and placed under the control of the officer in charge of the Regional Workshop at Bangalore. (9.69)

247. The concession given to the officers of the Industries Department about private use of Government Vehicles on payment of fixed amount per month may be extended to the officers of other Departments, permitted to have Government Vehicles exclusively for their use. (9.70)

248. It may be impressed on all the officers that they should use Government Vehicles only for official journeys. (9.71)

Transfer of Government Servants

249. Government Servants should not be transferred for lapses on their part as such a measure would only amount to shifting a bad element from one place to another. (9.74)

Career Planning

250. Career planning may be devised by the appointing authority in consultation with the Head of the Department concerned. (9.76)

251. Inter-changeability from executive to ministerial service and *vice-versa* may be provided for wherever necessary to ensure that the officer in one line when promoted to a post in the other line may be able to discharge the functions on his promotion effectively. (9.76)

252. Officers with drive, experience and maturity of understanding may be selected from amongst senior officers and posted to Districts. (9.78)

253. Careers of officers of all departments and all officers at the lower levels of the Administrative Service may be worked out to ensure that they would be really effective when they are called upon to hold higher posts. (9.80)

Direct Recruitment against Permanent Vacancies

254. A suitable provision may be made in the General Recruitment Rules to the effect that the direct recruitment quota in the several departments should be restricted to permanent posts only. (9.81)

Confidential Reports

255. The system of writing confidential reports may be improved by splitting up the form of Confidential Reports into four parts. (9.86 and 9.87)

256. The remarks made by the superior officers in the confidential Reports should be shown to the "rated" officers before the reports are submitted to the higher authority. (9.91)

257. The Reporting Officers should be perfectly frank in their views and opinions as to the excellence, short-comings, or unsatisfactory nature of the services of the "rated" officers. (9.92)

Delegation

258. Officers may be encouraged to send proposals for changes in legal provisions if it is found that the Laws or Regulations unnecessarily handicap an officer in the discharge of his legal duties. (9.95)

259. Adequate powers in respect of administrative matters may be delegated to all the Heads of Departments and their subordinates at different levels. (9.96)

260. Adequate powers in financial matters may also be delegated to all the Heads of Departments and other controlling officers: (9.97 and 9.98)

261. All the officers may be encouraged to exercise the enhanced powers given to them. (9.99)

Tea/Coffee Service at Places of Work

262. During the working hours of office, tea/coffee may be served to the employees at their working desks at stated hours. (9.100)

Mechanical Aids

263. Government may introduce mechanisation (not necessarily automation) to make the work of the officials more expeditious and more purposeful. (9.101)

264. To the extent possible dictaphones or tape recorders may be provided to the officers who have to dictate judgements or orders or long notes and letters. (9.104)

Level Jumping

265. The system of level jumping may be introduced in each Department and Office depending on the nature of cases and the personnel. (9.106 to 9.110)

CHAPTER 10

MUNICIPALITIES, CITY MUNICIPAL CORPORATIONS AND CITY
IMPROVEMENT TRUST BOARDS.

266. The Local Bodies may be given 10 per cent of the Library Cess collected by them as Collection charges. (10.5)

267. The staffing pattern in the municipalities may be determined with reference to the work involved at various levels. (10.11)

268. The constitution of the Mysore Municipal Administrative Service may be expedited. (10.12)

269. Employees of Local Bodies may get the same scales of pay and be governed by the same conditions of service as the employees of Government holding comparable posts. (10.15 to 10.19)

270. All efforts may be made to recover loans from municipalities and irrecoverable loans may be waived. (10.21)

271. The cost involved in the maintenance of the various categories of roads by the Local Bodies and the loss of toll and motor vehicle tax may be reviewed and grant of compensation determined on realistic and well-defined basis. (10.22)

272. If Octroi is abolished, a portion of the sales tax collected within the limits of the local bodies may be made over to them. (10.25)

273. Assessment of work involved at various levels in the office of the Bangalore Corporation may be made and the strength of the staff of officers determined with reference to such assessment. (10.33)

274. Rules for recruitment to various posts in the Bangalore Corporation may be framed so as to ensure adequate promotional opportunities without sacrificing efficiency. (10.34)

275. The principles governing the payment of grant-in-aid to the Bangalore Corporation for certain purposes may be liberalised. (10.39)

276. There may be a uniform law governing corporations in the State. (10.41)

277. Appointments to various posts under the City Improvement Trust Boards, Bangalore and Mysore, may be made by taking officers on deputation from other Government Departments or Municipalities. (10.43)

278. Assessment of work at clerical and supervisory levels in the City Improvement Trust Board, Bangalore, should be made with a view to rationalising the number of posts at each of these levels. Similarly the staffing position on the technical side should be reviewed having due regard to the volume of work. One post of Land Acquisition Officer may be abolished. (10.47)

279. The Heads of various Local Authorities in Bangalore City should periodically meet to discuss common problems; a suitable machinery should be devised to assist the citizen in getting clearance from all authorities in matters connected with the allotment of sites. (10.48)

280. There should be a single agency for the maintenance of water works, underground drainage system and distribution of water in Bangalore City. (10.51)

CHAPTER 11

COMMUNITY DEVELOPMENT ORGANISATION AND PANCHAYATIRAJ INSTITUTIONS.

281. There is no need to have Community Development Department as such for attending to work of a developmental nature; Community Development may be treated as an Organisation for assisting the Panchayatiraj Institutions in the discharge of their responsibilities. (11.3) *सत्यमेव जयते*

282. The Cadre and Recruitment Rules, may provide for all the posts in the Department being filled by taking on deputation officers of appropriate status and rank from other permanent Departments of Government. (11.3 to 11.9)

283. The Development Commissioner may be assisted in developmental works by a Deputy Development Commissioner and the latter by two Assistant Commissioners and requisite supporting staff. (11.10 and 11.11)

284. The Deputy Commissioners-cum-Deputy Development Commissioners of Districts may be assisted by District Development Assistants and by requisite subordinate staff. (11.12)

285. The posts of Planning Officers appointed in the cadre of Block Development Officers and Deputy Block Development Officers may be abolished after the work of drafting of the District Plans is completed, the work of inspection and overseeing the work of the Panchayats may be entrusted to the Chief Executive Officers of the Taluk Development Boards. (11.12)

286. All the District Officers of the Development Departments may be given the additional designation of "District Development Officers" of the respective Departments. (11.13)

287. Meetings of the District Co-ordination Committee may be held once a month and only matters of general interest may be considered at such meetings. (11.13)

288. Co-ordination Committees may be set up for each Taluk with the Assistant Commissioner as the Chairman and the Chairman of the Taluk Development Board, the Chief Executive Officer of the Taluk Development Board and the Tahasildar of the Taluk as members. (11.14)

289. The Block Development Officer may be designated as the Chief Executive Officer of the Taluk Development Board. (11.16)

290. The cadre of the Deputy Block Development Officers may be abolished excepting in cases in which an officer of that status would be required for assisting the Chief Executive Officer, the number of posts in this cadre may be limited to 20; the Deputy Block Development Officer may be redesignated as Taluk Development Officer, and such officer may be placed in independent charge of a specified area of the taluk concerned and may be authorised to exercise all the powers of the Chief Executive Officer subject to the latter's overall control and subject also to matters of policy being routed through the Chief Executive Officer. (11.16)

291. All the Extension Officers excepting for the Extension Officer (Co-operation) working at the taluk level may be transferred to the Taluk Development Board and placed under the administrative control of the Chief Executive Officer; the Extension Officer (Co-operation) may be brought outside the purview of the Taluk Development Board and kept directly under the departmental officers. (11.17)

292. The President of the Taluk Development Board may function as *Ex-Officio* Director of the Taluk Agricultural Produce Marketing Co-operative Society; the President of the Taluk Agricultural Produce Marketing Co-operative Society may function as *Ex-Officio* member of the Board. For this purpose, the Mysore Co-operative Societies Act, 1959 and Mysore Village Panchayats and Local Boards Act, 1959 may be amended suitably. (11.18)

293. The Social Welfare Inspector may continue to be an officer of the Taluk Development Board in the new set up. (11.19)

294. Field Assistants of the Agricultural Development engaged in the Social Conservation work may be brought under the Taluk

Development Board and all the grants for soil conservation work may be channelised through the Board hereafter. (11.20)

295. The Department may reduce the existing number of returns to be submitted by the Taluk Development Board to 26. (11.21)

296. The Confidential Reports on the work of the staff of the Taluk Development Board under the new set up may be written by the Chief Executive Officer; the Confidential Reports on the work of the Block Development Officer (Chief Executive Officer in the new set up of the Taluk Development Board) and the Taluk Development Officer may be initiated by the Assistant Commissioner and sent to the Deputy Commissioner. The Deputy Commissioner may consult the District Officer of the various Development Departments and then record his remarks along with such comments as the District Officers in the Development Departments have to make in regard to the work of the Chief Executive Officer and Taluk Development Officer. The Deputy Commissioner may initiate the Confidential Reports on the work of the District Development Officers and pass them on to the concerned Heads of Departments. (11.23)

297. The members of the Village Panchayats may be continued to be elected directly. (11.24)

298. A portion of the Land Revenue may be given as "selective grants" to the Village Panchayats taking into consideration the taxes which the Village Panchayat has raised, the manner in which it has utilised the grants given to in the previous year and the purpose for which it wants to utilise the grants for the current year. (11.27)

299. The works of a purely local character proposed to be undertaken by Government or the Taluk Development Board may be entrusted to the Village Panchayats and the amount earmarked for the purpose placed at their disposal. (11.29)

300. The Chairman of the Village Panchayats in the taluk and the Chairman of the Taluk Agricultural Produce Marketing Society and may be made *Ex-Officio* members of the Taluk Development Boards. (11.31)

301. Uniform principles should be followed in making selective grants to the Village Panchayats and to the Taluk Development Boards. (11.34)

302. All developmental schemes of a local nature may be executed through the Taluk Development Boards only. (11.38)

303. Additional schemes may be transferred to the Taluk Development Boards. (11.39)

304. The Taluk Development Board may have a single budget covering all the resources made available to them. (11.40).

305. The Village Accountants may be appointed as Secretaries of Village Panchayats. If separate functionaries are required to be appointed to such posts, the persons so appointed may be taken on deputation either from the cadre of Village Accountants or from cadre of II Division Clerks of any Department. (11.42)

306. The posts of the Chief Executive Officers of the Taluk Development Boards, the Extension Officers and other posts created in the Community Development Blocks may be transferred to the administrative control of the Taluk Development Boards and all of them may be filled by taking on deputation officers and officials holding corresponding posts from the concerned Departments of Government. (11.43)

307. Class IV Officials working in the Taluk Development Boards and Panchayats need not be transferred from one local body to another; they need not also belong to any 'Service' as such. (11.44)

308. Class III Officers who have been directly recruited may continue to work as employees of the concerned Taluk Development Boards till they retire from service and may continue to be governed by the terms and conditions of service by which they were being governed; their scales of pay may, however, be the same as for the employees of Government holding corresponding posts; all future vacancies in such cadres may be filled by taking on deputation officials holding corresponding posts in the Revenue and other Departments of Government. (11.45)

309. Neither the Local Government Service nor the Local Government Fund as contemplated under the Act need be constituted. (11.46)

310. Doctors and Vaidyas appointed by the former Local Bodies may continue with their own conditions of service but with suitably revised scales of pay. (11.47)

311. The Mysore Village Panchayats and Local Boards Act, 1959 may be amended conferring power on the State Government as proposed in the Mysore Village Panchayats Bill, 1964 which has since lapsed, to make Rules authorising payment of contribution to any Provident Fund which may be established by the Taluk Development Board. (11.48)

312. The set up and the constitution of the Zilla Parishads may be more or less what it is in respect of the existing District Development Councils. In case it is necessary that the Chairman should be elected from among the non-official members, he need not be a whole-time Chairman but he may continue to function as a Member of the Parliament or the State Legislature, or as President of the Taluk Development Board, as the case may be. (11.49)

313. It is unnecessary to have direct elections to the Zilla Parishads. (11.50 and 11.51)

314. If the Government decides to have a non-official Chairman, then an officer in the senior time scale of the Indian Administrative Service or the Mysore Administrative Service will have to be appointed wholetime as Chief Executive Officer of the Zilla Parishad and the District Development Officers of all the Development Departments may be appointed as *Ex-Officio* members of the Parishad. The staff working under the Parishad may be taken on deputation from among officers holding corresponding posts in Departments of Government. (11.52)

315. All grants in future which are of a developmental nature may be channelised through the District Development Councils which may distribute grants among the taluks. (11.53)

CHAPTER 12

RETIRED EMPLOYEES OF GOVERNMENT

316. The Dearness Allowances given to the pensioners of the Paigahs may be enhanced by 50 per cent on an *ad hoc* basis. (12.9)

317. In case pensioners drawing a pension of less than Rs. 100 per mensem or their wives were to be hospitalised, medical treatment including diet may be provided free. [12.11(ii)]

318. Rs. 2 and Rs. 3 per mensem may be paid to a retired Class IV employee and Class III employee respectively towards the cost of medicines for minor ailments [12.11 (iii)]

319. In respect of teaching and non-teaching staff of the State Aided Schools governed by the Triple Benefit Scheme, the concessions given to persons who retired/retire after 1st April 1967 may be given prospectively to the employees governed by the scheme who retired from service between 1st April 1963 and 1st April 1967. (12.13)

320. The facility of Triple Benefit Scheme may be extended to Class IV servants of Aided Schools. (12.15)

321. The benefit of Dearness Allowance and such other pensionary benefits as are available to retired employees of Government may be extended to the teachers of South Kanara District governed by the Madras Teachers' Contributory Provident Fund, Insurance and Pension Rules, 1955. (12.16)

CHAPTER 13

Impact on the Financial Resources of the State

322. With the proposed allocation of the entire amount of Land Revenue to Village Panchayats and Taluk Development Boards, they may bear the burden on account of the revision of the scales of pay and allowances of the employees of the Local Bodies on par with Government Servants. (13.12)

323. Some slight changes, may be made in the sales tax in terms of 5 paise and 10 paise. The question of increasing the rates of tax on luxury goods, and of widening the scope of such goods for levy at higher rates than at present may be examined. The cases of evasion of tax have to be dealt with firmly. (13.13 and 13.14)

324. The scope for increase in the yield on account of Agricultural Income-tax, by rationalising the tax structure and by lowering the present exemption limit may be considered in due course. (13.15)

325. The value of the Revenue Stamp may be raised from 10 paise to 15 paise. (13.17)

326. The Mysore Shops and Commercial Establishments Act, 1961 may be so amended as to provide for the renewal of registration every year, on payment of a prescribed fee. (13.22)

327. Every marriage may be registered and a fee may be prescribed for such registration. (13.23)

328. Government may appoint an Expert Committee consisting of representatives unconnected with Government to undertake examination of the working of all Government Industrial Under-

330. The resources of the State should not be frittered away on too many Projects at the same time but utilised for expeditious completion of Projects already in progress in the first instance. New Projects should be taken up only when the Projects in progress reach a suitable stage. (13.31)

331. Government may ensure that observations made in the Audit Reports and by the Public Accounts Committee are considered and suitable action is taken without loss of time. (13.34)

332. Provision may be made in the Budget of each year initially for the sanctioned works which are already in progress and the balance available earmarked for such other projects as are essential and could be proceeded with, expeditiously during that year. (13.35 and 13.36)

333. The evaluation work of any Project may be made not so much with reference to its financial progress as its physical progress. (13.37)

334. The Departments should not resort to much of expenditure at the end of the financial year with a view to prevent "lapse" of the Budget grants of the year. (13.39)

335. Government may examine the steps to be taken to organise a systematic collection drive to ensure that all the amounts due to Government are recovered within a reasonable period and that in future, recoveries are made promptly. (13.49)

336. The resources of the State may be earmarked for Plan Schemes only after meeting the expenditure on maintenance at a reasonable level. (13.52)

DEPARTMENTAL CHAPTERS

SUMMARY OF RECOMMENDATIONS

Chapter 13 to 78 deal with matters relating to the individual departments. The recommendations contained therein could be broadly classified as those relating to—

- (a) modes of recruitment ; qualifications prescribed for posts ; and scales of pay ; and
- (b) organisation, structure, efficiency and other matters of a general nature.

The recommendations falling under the latter class alone have been included in the summary so that they could be highlighted. The main Chapters have to be looked into in regard to matters of detail relating to each post or each category of posts.

CHAPTER 14

DEPARTMENT OF AGRICULTURE

337. The posts of Divisional Joint Directors of Agriculture may be abolished along with their supporting staff and direct connection established between the Head Office and the District offices. (14.16)

338. The posts of Divisional Soil Conservation Officers and Divisional Agricultural Engineers may be abolished along with their supporting staff. (14.18)

339. While officers of the status of Deputy Directors may be appointed generally as District Agricultural Officers, in smaller Districts like Coorg, Chickmagalur and Bidar, officers of the status of Assistant Directors of Agriculture may be appointed as ' District Agricultural Officers '. (14.21)

340. The Posts of Assistant Agricultural Engineers in the districts of North Kanara, South Kanara and Coorg may be abolished. (14.22)

341. The Deputy Directors at the District level may be given adequate powers and placed in overall charges of all the agricultural engineering programmes in the Districts and held responsible for their implementation. (14.22)

342. The Officers of the Soil Conservation and Agricultural Wings working at or below the District level may function as Assistants to the Deputy Directors of Agriculture of the District. (14.22)

All the posts at the sub-divisional level may be abolished. (14.25)

343. The Department may normally have a Class I Junior Scale Officer, *i.e.*, Assistant Director of Agriculture in-charge of two Taluks. In the Districts where the Intensive Agricultural Development Programme is undertaken, there may be one Assistant Director for each Taluk and the other staff in such areas may be double of what is recommended for the normal Taluks. (14.27)

344. All the staff working at the Taluk level may be brought under the administrative control of the Taluk Development Board ; the technical control may, however, vest with the Assistant Director of Agriculture. (14.28)

345. Special staff may be appointed on the existing pattern for soil conservation work and for regulatory and special items of work wherever undertaken. The soil conservation staff working in each taluk may be under the administrative control of the Taluk Development Board and under the technical control of the Sub-Divisional Soil Conservation Officer. The Sub-Divisional Soil Conservation Officer may be redesignated as Assistant Director (Soil Conservation). (14.29)

346. The Department may have specialists at the State level for attending to specialised problems on matters of an intricate nature in the field of 'applied research' and at the District level for attending to special work of a relatively elementary nature. There is no need for specialists at any other level. (14.32)

347. Though the two posts of Cotton Development Officer and Sea Island Cotton Development Officer may be retained as separate posts for sometime to come they may be combined in due course and shifted to the State level. (14.33)

348. The posts of Assistant Manure Officer and Assistant Seed Development Officer may be combined into one in the Districts where the work is light. (14.34)

349. The special staff meant for maintenance of soil conservation bunds may be abolished and the posts converted into those of Village Level functionaries. (14.36)

350. The Extension Specialists attached to the Farm Advisory Service Section may be sent to the University of Agricultural Sciences. (14.38)

351. All Agricultural Development Schemes including soil conservation work in a Taluk may be planned and executed through the Taluk Development Board concerned. (14.39)

352. Steps may be taken to prepare regular manuals for important productive schemes like seed farms etc. (14.41)

353. The Department may organise well organised farms with a capacity to earn substantial returns. (14.44)

354. The supplies of seed grains etc. to the farmers may be subsidised so long as there is need to popularise them but the element of subsidy may be reduced and finally abolished when the farmers realise their utility and take to them as a matter of course. (14.45)

355. The subsidy may be shown clearly in the accounts of the farms and debited to a separate head of account. (14.45)

356. The Tractor and Bulldozer Organisation may be so run that no loss is incurred over them. The subsidy, if any, may be shown separately in the accounts and debited to a separate head of account. (14.46)

357. The Department may have an Internal Evaluation Unit for evaluating the benefits derived by the adoption of improved methods of cultivation. (14.47)

358. The nomenclature of the 'Gramsevak Training Centres' may be changed as 'Agricultural Training Schools'. (14.48)

359. The training courses in the Agricultural Training Schools may be oriented suitably and their coverage enlarged. (14.48)

360. The three Soil Conservation Training Centres may be abolished or converted into 'Agricultural Training Schools' if requisite training in soil conservation could be imparted in the Agricultural Training Schools. (14.48)

361. The work of stocking and distributing chemicals, fertilisers etc., may be entrusted to the Co-operative Societies, as heretofore. A thorough examination may be made of the existing system and the defects rectified. This work may, however, be entrusted to the 'Agro-Industries Corporation' only if it is not possible to rectify the defects in the existing system. (14.50)

362. New posts under plan schemes should not be created only because Central assistance is available. They may be created only if there is real need and that too in the scale of pay sanctioned for similar posts in the Department. (14.53)

363. The Department may concentrate its energies on achieving concrete results in the schemes undertaken by it. The Department need not embark upon ambitious programmes which cannot be implemented with the limited resources available to it. (14.56)

364. All the technical posts in the existing scale of pay of Rs. 600—1,000 may be designated as 'Deputy Directors of Agriculture' and their specialisation may be indicated in brackets after their designation. (14.66)

365. All the technical posts in the existing scale of pay of Rs. 350—800 may be designated as 'Assistant Directors of Agriculture' and their specialisation indicated in brackets after their designation. (14.71)

366. All the technical posts in the existing scale of pay of Rs. 275—600 may be designated as 'Agricultural Officers' and the work in their charge may be indicated within brackets against their designations. (14.75)

367. The nomenclature of 'Gramsevaks' may be changed to 'Agricultural Assistants' and only graduates recruited to this cadre in future. (14.87)

368. The posts of Field Assistants and Fieldmen may be combined into a single cadre and redesignated as 'Field Assistants'. These posts may in future be filled by persons who have passed the S.S.L.C. Examination with Agriculture as one of the subjects. (14.88)

369. Project Allowance may be paid to the officers of the Agricultural Department working in Project Areas. (14.124)

370. The Farm Managers may be empowered to purchase all the equipment required for one season. They may be given an imprest of Rs. 100 for this purpose. (14.125)

CHAPTER 15

DEPARTMENT OF ANIMAL HUSBANDRY AND VETERINARY SERVICES

371. In case the contemplated Corporation for the management of the Bangalore Dairy is not constituted by Government, the Milk Supply Schemes in the mofussil areas which are operated by the Department of Animal Husbandry and Veterinary Services at present may be transferred to the control of the Dairy Department. Otherwise, the existing arrangement may continue. (15.3)

372. The Government may examine the working of livestock and poultry farms in the State and assess their utility and retain only such of them as are really serving the purpose for which they were established. On account of their practical utility, the Stud Farm at Kunigal and the Livestock Farm and Research Station at Hessara-ghatta may be continued and further improved. (15.4 to 15.6)

373. The extent of any overlapping in the objectives and the staffing pattern between the Special Development (Crash) Programmes and the normal schemes of Development may be got

examined and the jurisdiction of the staff in the two types of schemes suitably adjusted. (15.7)

374. There is no need to have Subject Matter Specialists in charge of each type of livestock and 50 per cent of the posts of Development Officers may be abolished and the work suitably re-adjusted among the rest. (15.11)

375. The posts of Regional Deputy Directors of the Department may be abolished. (15.12)

376. There is no justification for the creation of a post of Joint Director at the Headquarters. The post of Indian Director, Indo-Danish Project on the expiry of the current agreement may be treated as the post of Joint Director in the Department of Animal Husbandry and Veterinary Services. (15.13)

377. All the posts with different designation in the present grade of Rs. 600—1000 (proposed grade Rs. 700—1200) may be designated as the posts of Deputy Directors of Animal Husbandry and Veterinary Services. (15.18)

378. Similarly, various posts with different designations in the present grade Rs. 275—600 (proposed grade Rs. 300—700) may bear the common designation of Assistant Directors and the special subjects of which they are in charge indicated in brackets after the designation. (15.19)

379. The posts with different designations in the present grade of Rs. 180—320 (proposed grade Rs. 200—450) may be commonly designated as 'Veterinary and Livestock Supervisors'. (15.36)

380. Various posts with different designations in the present grades Rs. 140—320, 150—200, 100—200 and 100—180 may be equated and placed in the same cadre and given a common designation of Veterinary and Livestock Inspectors (Grade I) and a common scale of Pay. (15.36)

381. The posts in the present grade Rs. 80—150, with different designations may be given a common designation of Veterinary and Livestock Inspector (Grade II). (15.37)

382. The posts of Senior Compounders may be equated with the posts of Compounders (Grade I). (15.38)

383. The posts of Dressers may be equated with the posts of Compounder (Grade II). (15.38)

384. A fixed Travelling Allowance of Rs. 10 per month may be paid to the Veterinary and Livestock Inspectors (Grade II) as they have to visit the villages around the Rural Veterinary Dispensaries. (15.59)

385. The lien of the present incumbent of the post of Veterinary Inspector in the Mysore Zoological Gardens may be shifted from the Department of Horticulture against a corresponding post in the Department of Animal Husbandry and Veterinary Services. (15.62)

CHAPTER 16

BANGALORE DAIRY

386. As the Bangalore Dairy is running under loss on account of poor sales, the entire costing structure may be examined. The prices at which raw milk is procured may be reduced slightly, the cost of processing reduced to the minimum and the price at which processed milk is sold reduced substantially. (16.4)

387. An Expert Committee may be appointed to study the staffing pattern required for the Bangalore Dairy and to rationalise the existing staff structure. The Cadre and Recruitment Rules for the Dairy may be framed in accordance with such rationalised staffing pattern. (16.5)

388. Additional administrative and financial powers may be delegated to the General Manager, the Dairy Engineer and the Accounts Officer. (16.29 and 16.30)

CHAPTER 17

DEPARTMENT OF FISHERIES

389. Three administrative Zones may be created with Headquarters in Bangalore, Mysore and Shimoga, each under the charge of a Deputy Director. (17.6)

390. The Fisheries High Schools and Primary Schools may be transferred to the control of the Department of Public Instruction (17.7)

391. The posts of Superintendents of Fisheries, Assistant Directors of Fisheries and Fisheries Officers may all be designated as "Assistant Director of Fisheries" indicating the speciality of each officer within brackets after his designation. (17.20)

391. (a) The following posts may be given uniform designation of Deputy Director of Fisheries and the special item of work of

which they are in charge may be indicated within brackets against their designation :—

1. Deputy Director of Fisheries,
2. Director, Marine Products Processing Training Centre, Mangalore.
3. Four Heads of Sections in the Marine Products Processing Training Centre, Mangalore,
4. Assistant Project Officer, Indo-Norwegian Project. (17.15)

391. (b) The Special Pay of Rs. 100 per month given to the Director, Marine Products Processing Training Centre, Mangalore, may be continued. (17.18)

392. Special pay paid to the Administrative Assistant, Marine Products Processing Training Centre may be discontinued. (17.81)

393. The senior-most clerks in the Divisional Offices may supervise the work of the other officials in the office in addition to their own duties and they may be given a special pay of Rs. 10 per mensem for this work. Special Pay may be given to the staff working in the Fishermen's Training Centres at 10 per cent of the mean between the minimum and maximum of the scales of pay applicable to them. (17.83)



CHAPTER 18

FOREST DEPARTMENT

394. Forest Prosecutors may be appointed for each of the Forest Circles. (18.4)

395. Officers of the Department of Industries and Commerce may be taken on deputation to this Department and placed in immediate charge of the Furniture making Units of the Department, the overall control over such Units, however, remaining with the Officers of the Forest Department. The various Departments of Government including the Education Department may obtain their requirements of furniture from the nearest furniture making unit of the Department. (18.7)

396. The post of the Forest Engineer in the Saw Mills, Dandeli may be abolished and a post of Deputy Conservator of Forests created instead, for being in charge of the Mills. (8.12)

397. Steps may be taken to ensure that timber is supplied to the various Jails from the Forest Depots nearest to the concerned jail, in order to avoid unnecessary expenditure on its transport. (18.13)

398. "Amenities" allowance and free housing facilities may be provided to the officers of the Department of and below the rank of Range Forest Officers whose duties require them to live in the interior of the forests. (18.16)

399. Enhanced financial powers may be delegated to the officers of the Department. (18.64)

CHAPTER 19

DEPARTMENT OF HORTICULTURE

400. There are certain superfluous posts in the Department. It is suggested that the Department should conduct a proper internal evaluation of the work done by the officers at the various levels, locate the surplus or redundant staff and take action to abolish such posts. (19.6)

401. A specialist may be placed in charge of more than one scheme. Thus the work that is now being done by 8 Deputy Directors may be re-distributed among 4 Deputy Directors and the posts of the other 4 Deputy Directors may be retrenched. (19.7 and 8)

401. (a) The 8 Divisional Units of the Department may be abolished and the officers now holding these posts may be posted as District Level Officers to those Districts in which the work is heavy. (19.9)

402. Horticultural farms may be established in each taluk and sufficient land may be made available for the horticultural farms. These farms should be demonstration farms, self supporting and able to earn profit. They should not be losing concerns. (19.10)

403. The present Assistant Director of Horticulture who is working as Headquarters Assistant to the Director, may be re-designated as "Technical Assistant" to the Director and he may be entrusted with technical work. A Chief Ministerial Officer may be appointed in Class II cadre to work as Headquarters Assistant to the Director. (19.11)

404. The Zoological Gardens may be kept as a separate unit with separate cadres of posts constituted for it. The administrative control over this unit may, however, continue to vest with the Director of Horticulture. (19.12)

405. There is justification for creating some additional posts for the Zoological Gardens. A proper evaluation of the work done by the Officers at the various levels may be got conducted and a decision taken on the extent to which the staff is to be augmented. (19.12)

406. Officers who have come to this Department retaining their liens in their parent Departments and who have been further promoted in their parent Departments by virtue of their seniority in their respective Departments may be treated as on deputation to this Department retaining their liens on the posts which they could have held in their parent Department. Such of those officers of the Department of Agriculture who have come to this Department and are willing to get absorbed in this Department may be so absorbed, their rank and position being determined according to Seniority Rules. (19.13)

407. The other officers of the Department of Agriculture who do not come under any of these categories may be repatriated to that Department as early as possible. (19.13)

408. The University of Agricultural Sciences should come forward with new schemes and assist the Department in handling the existing schemes or introduction of new schemes and the Department should undertake the extension aspect of the work. (19.14)

409. The Apiary (Bee Keeping) section may be transferred to the Department of Horticulture from the Department of Industries and Commerce. (19.15)

CHAPTER 20

INDO-DANISH PROJECT

410. The Project may be taken over by the State Government on the expiry of the present Agreement in 1970. There is no need for extension of the Agreement either in its present form or in any modified form. The work of the Project may thereafter be carried on as a normal activity of the Department of Animal Husbandry and Veterinary Services. (20.6)

CHAPTER 21

DEPARTMENT OF INDUSTRIES AND COMMERCE

411. The two posts of the Commissioner for Industries and the Director of Industries are not necessary and in case the post of the Commissioner is filled the post of the Director may be abolished. (21.4)

412. Some of the posts of Joint Directors, Deputy Directors and Assistant Directors are superfluous. Government may get a study of the work-load of various categories of posts conducted, determine the extent to which they are redundant and retrench them. Even pending such an examination, one-third of the posts in each of these categories at the Headquarters may be retrenched. (21.5)

413. It is not necessary to have uniform staffing pattern in all the districts. Government may examine this aspect and abolish redundant posts. (21.5)

414. The post of the Secretary, Board of Management for Industrial Concerns may be filled by an officer in the junior time-scale (Class I) of the Mysore Administrative Service. (21.6)

415. The work relating to Industrial Co-operatives may be handed over to the Department of Industries and Commerce and the Joint Director (Industrial Co-operatives) may be placed completely under the control of the Director of Industries and Commerce. (21.7)

416. All the posts with different designations in the present grade of Rs. 600—1,000 (proposed grade Rs. 700—1,200) may be designated as Deputy Directors of Industries and Commerce. (21.14)

417. The special pay of Rs. 250 per month that is being paid to the present incumbent of the post of Director of Industries and Commerce may be continued so long as he holds the post and reduced to Rs. 150 per month thereafter. (21.95)

418. Special pay of Rs. 100 given to Secretary, Board of Management for Industrial Concerns may be abolished. (21.96)

CHAPTER 22

DEPARTMENT OF MINES AND GEOLOGY

419. The officers of the Department of Mines and Geology who would be staying in camps for months together for survey work may be paid normal Daily Allowance for the entire length of their stay. In addition to normal Daily Allowance, Field Establishment Allowance of Rs. 50 per month may be paid if the stay in the camp exceeds 3 months and Preparatory Allowance of Rs. 25 may be paid if the tour exceeds 5 months at a stretch. (22.7)

420. Free First-Aid Boxes may be provided to Assistant Geologists whenever they go on tour. (22.8)

421. The additional financial powers sought for different categories of officers may be delegated. (22.35 and 22.36)

CHAPTER 23

DEPARTMENT OF SERICULTURE

422. In view of the various developmental schemes undertaken by the Department, one post of Joint Director may be created in order to give effective assistance to the Director. The post of Joint Director may be filled by promotion by selection from the cadre of Deputy Directors. (23.3)

423. The number of sericultural Divisions may be reduced from seven to five and the territorial Divisions may be so adjusted as to enable an Assistant Director to be in charge of a Division comprising only contiguous areas. (23.5)

424. At the end of one year of the operation of the Mysore Silk Worm Seed and Cocoon Act, 1959, the progress made by Cocoon Markets may be reviewed and the markets with little or no business may be closed down. The areas within the jurisdiction of uneconomic markets may be attached to suitable nearby prosperous markets. (23.6)

CHAPTER 24

STORES PURCHASE DEPARTMENT

425. All Departments of Government may purchase articles required by them only through the Stores Purchase Department, except petty purchases. (24.4)

426. If any Rate Contract Holder is unable to supply the articles to the indenting Department, the Stores Purchase Department may take suitable action against the defaulting Rate-Contract Holder. (24.4)

427. Government may induce the Local Bodies to operate on rate contracts fixed by the Stores Purchase Department and also insist on the Rate-Contract Holders to supply the articles to the Local Bodies also at the rates fixed in the Contract. (24.5)

428. The normal purchases of Government Industrial Concerns also may be brought within the purview of the Stores Purchase Department and direct purchases may be permitted only in the case of emergent requirements. (24.6)

429. A Statistical Cell may be formed in the Stores Purchase Department for maintenance of all the required information relating to various types of stores. (24.7)

430. It is not necessary to create a Technical Cell in the Department. The quotations received may be scrutinised by the indenting Departments themselves. (24.7)

431. For purposes of examining tenders and taking decisions on the spot, Departmental Committees may be constituted. (24.8)

432. There is no justification for grant of special pay for persons who have come on deputation to this Department. (24.17)

433. The volume of work for the Assistants is low in the Department and it is possible to reduce the staff at clerical level by 40 per cent. (24.18 to 24.20)

434. Enhanced purchase powers may be delegated to the Director and he may be empowered to dispose of all cases upto the value of Rs. 2 lakhs and upto Rs. 5 lakhs if the tender quoted is the lowest and is accepted by the indenting Department. (24.22)

435. The Departmental Committees may be empowered to approve purchases of the value of Rs. 2 lakhs and upto the value of Rs. 5 lakhs in all other cases. The cases beyond this limit may be referred to the concerned Minister. (24.22)

436. Government Departments may be induced to purchase articles of common use manufactured by the Government Industrial Concerns and in such cases there is no need to fix rate contracts in regard to such articles. (24.23)

437. Specified indentors may be earmarked for each Rate Contract Holder and likewise different areas also may be earmarked for the Rate Contract Holders in those areas. (24.24)

438. Time limits may be prescribed for various stages of purchase activity and working procedures may be evolved so as to ensure that these time limits are adhered to strictly. (24.25)

CHAPTER 25

DEPARTMENT OF CO-OPERATION

439. The audit wing, though within the Department itself, may be independent of the control of the administrative officers of the Department. (25.2) (25.6)

440. The items of work at the Headquarters office may be grouped in the manner suggested. (25.8)

441. Some of the Gazetted and Non-Gazetted posts at the Headquarters may be abolished as suggested. (25.14)

442. The Divisional Level Officers may be abolished and statutory powers delegated to officers at lower levels in the manner suggested. (25.15)

443. The Department may be reorganised at the district level to ensure adequately the inspection of the working and the audit of accounts of the societies and administrative supervision. (25.20)

444. Definite norms of work for audit of accounts of Co-operative Societies may be prescribed. The cost on the audit staff should not normally exceed the amount of audit fee realised. (25.21)

445. The number of categories of posts in the Department may be reduced. (25.22)

446. The staff in the Department may be reduced substantially. (25.25)

447. Requests for deputation of officers to Co-operative Institutions may be properly scrutinised; the Institutions may be encouraged to have their own officials trained and fitted for the jobs. (25.26)

448. Development Schemes may be taken up by the Department initially on a pilot basis in a local area and later extended to other areas. (25.28)

CHAPTER 26

COMMUNITY DEVELOPMENT DEPARTMENT

449. The Director of Training who is in charge of various Gramsevak Training Centres and all other Institutions run by the Department for imparting training at various levels may be given the status and scale of pay of a Joint Director of Agriculture. (26.8)

450. Only such of the Social Education Organisers/Mukhya-sevikas who have got requisite general educational qualification and volunteer to become teachers after undergoing training may be absorbed in the Education Department in the tutorial cadres subject to the condition that their seniority would be counted with reference to the service rendered by them in the teaching cadre; others may be retained in the Development Department till they are absorbed in the ministerial or executive cadres of other departments like Revenue, Health and Family Planning Services, Agriculture, Information and Tourism, etc., depending on the qualifications and aptitudes of the individuals concerned. For this purpose, Government

may constitute a Selection Committee with the Deputy Development Commissioner as Chairman and one representative each from the Departments of Revenue, Health and Family Planning Services and Agriculture, etc. (26.27)

451. Requisite number of supernumerary posts at the rate of one Panchayat Extension Officer for each Taluk may be created in the clerical cadre of the Revenue Department to accommodate the liens of the Extension Officers (Panchayat) and their liens shifted against such posts. (26.29)

452. The posts of Gramsevaks may be abolished in their present form and all the officers holding these posts re-designated as Agricultural Assistants. (26.33)

453. The Gramsevikas may be absorbed in other Departments keeping in view their qualification and aptitude after screening by the Committee constituted in respect of Social Education Organisers and Mukhyasevikas. (26.34)

454. Progress Assistants may be members of the Taluk Development Board Team ; but may be entrusted with all the statistical work in the Taluk, irrespective of whether this work refers to development activities directly under the Board or not. (26.36)

CHAPTER 27

MYSORE HOUSING BOARD

455. The post of the Secretary may be upgraded to Class I Junior Scale. (27.5)

456. The Housing Board may engage separate counsel for representing it before the Courts of Law in Legal matters. (27.6)

457. All the posts in the Board may be filled by taking on deputation officials from suitable Departments. The liens of the Class III officers who have been appointed so far directly may be shifted against corresponding posts in other Departments. (27.10)

458. The post of General Assistant may be abolished. (27.13)

459. Orders of allotment of houses may be issued when the houses are nearing completion. (27.21)

460. The authorities of the local bodies like the Mysore State Electricity Board, the Bangalore City Corporation etc., may meet periodically for discussion of common problems. (27.21)

461. The proposals for (i) construction of residential accommodation for Judicial Officers, (ii) construction of multi-storeyed quarters for Government Servants in Bangalore, and (iii) installation of brick and wood plant may be finalised early. (27.22)

CHAPTER 28

MARKETING DEPARTMENT

462. The posts of Deputy Chief Marketing Officers at the Divisional level may be abolished. Out of the four posts of Deputy Chief Marketing Officers existing in the Divisions, three posts may be shifted to the Headquarters and the fourth post may be abolished. (28.12)

463. The posts of Deputy Chief Marketing Officer, Key Market Superintendents (Class I) and Secretaries (Grade I) may constitute a single cadre and bear the common designation of Deputy Chief Marketing Officers. (28.13)

464. The posts of Headquarters Assistant, Senior Marketing Officer, Marketing Officer, District Marketing Officers, Key Market Superintendent (Class II), Senior Market Superintendent, Secretaries (Grade II) and Principal in the existing grade Rs. 275—600 (proposed grade Rs. 300—700) may be placed in one cadre and given the common designation of Senior Marketing Officers. (28.17)

465. The posts of Secretaries and Assistant Secretaries (Grade III) in the present grade, *i.e.*, Rs. 250—500 (proposed grade Rs. 275—525) may bear the common designation of Junior Marketing Officers. (28.19)

466. The posts of Grading Assistants, Senior Market Superintendents, Senior Marketing Inspectors, Junior Market Superintendents, Secretaries and Assistant Secretaries (Grade IV) may be placed in the same cadre with common designation of Senior Marketing Inspectors and with a common scale of pay. (28.20 to 28.22)

467. The posts of Marketing Inspectors, Junior Market Superintendent, Assistant Marketing Superintendent, Graders (Betelnut grading), Secretaries and Assistant Secretaries (Grade V) in the present grade Rs. 120—240 (proposed grade Rs. 140—290) may be placed in a common cadre and designated as Junior Marketing Inspectors. (28.25)

468. The powers proposed to be delegated to District Marketing Officers may be sanctioned. (28.37) and (28.38)

CHAPTER 29

DEPARTMENT OF WEIGHTS AND MEASURES

469. The Mysore Weights and Measures (Enforcement) Act, 1958 may be amended to provide for appointment of Joint Chief Controller. (29.2)

470. The Department may, in due course be merged with the Department of Labour. (29.3)

471. The main function of verification of weights and measures may be entrusted to the Inspectors; the higher officers confining themselves to the work of supervision. (29.4)

472. The strength of the cadre of Senior Inspectors and Inspectors may be in the proportion of 1:4. (29.5)

473. The post of Maistry may be abolished. (29.6)

474. The number of Class IV Officers may be regulated with reference to the general recommendations made in this regard. (29.7)

475. The provisions of the Mysore Weights and Measures (Enforcement) Act may be extended to water meters, taxi meters, etc. (29.10)

476. Training of officers of the Department may be expedited. (29.21)

477. Special Financial Powers of the Controller may be delegated to the Joint Controller. (29.25)

CHAPTER 30

DEPARTMENT OF ARCHAEOLOGY

478. One post of Deputy Director may be created by abolishing the existing post of Assistant Director (part-time), to look after the routine administrative work so that the Director could devote more time for research and publication work. (30.3)

479. The existing arrangements regarding maintenance and preservation of ancient monuments by the Public Works Department may continue; but two posts of Conservation Assistants may be created in the office of the Director of Archaeology and a sum of Rs. 25,000 per annum may be placed at the disposal of the Director for getting minor works executed through the Conservation Assistants from out of this special allotment and other important works got executed through the Public Works Department under the supervision of the Conservation Assistants. (30.4)

CHAPTER 31

DEPARTMENT OF COLLEGIATE EDUCATION

480. A post of Special Accounts Officer in the cadre of Deputy Controller, State Accounts Department may be created. (31.3)

481. The two posts of Assistant Directors recently upgraded to Class II Gazetted Cadre may be continued in the upgraded cadre. (31.4)

482. The posts of Non-Gazetted Superintendents recently sanctioned to all the Government Colleges may be upgraded to Class II Gazetted Cadre. (31.6)

483. The post of the Manager in the Directorate may be upgraded to Class II Gazetted Cadre. (31.7)

484. The senior-most Professor in each College may be designated as Vice-Principal. (31.8)

485. The proposed formula of one Reader for every 8 Lecturers, and one Professor for every 3 Readers, may be adopted. (31.9)

486. The Contributory Provident Fund Rules may be finalised early and the managements of Private Aided Colleges persuaded to adopt them. (31.10).

487. The rates of part-time allowance to the part-time staff working in the Hostels attached to Government Colleges under the control of the Director of Collegiate Education, may be revised as proposed. The Wardens and Part-time Clerks may be provided with quarters as early as practicable and rent may be recovered from them at 10 per cent of their pay or at $7\frac{1}{2}$ per cent of the capital cost of the Building whichever is lower. (31.12 and 31.13)

488. The Universities may be persuaded to bring about uniformity in the syllabi as soon as possible. (31.14)

489. The existing posts of tutors may be recognised for purposes of grants under the Grant-in-aid Code but no fresh recruitment to this cadre need be made in future. (31.15)

490. The limit of Rs. 500 fixed in the Grant-in-aid Code for purchase of furniture and Laboratory requirements through tender system may be raised to Rs. 1,000. (31.20)

491. A Hand Book indicating the admissible items of expenditure for purposes of grant-in-aid, may be supplied to the Principals of Colleges for their guidance. (31.22)

492. There may be three grades of Professors. 10 per cent of these posts may be in the Selection Grade and 15 per cent of the posts, in the Cadre of Senior Professors and the rest of the Professors

in the time scale. The status and scale of pay for the Principals may be regulated on the basis of the strength of students in the College. (31.27)

493. A separate Professor need not be appointed for the discipline in which the Principal is a Professor. (31.28)

494. Special Pay need not be paid to the Principals of Colleges. (31.29)

CHAPTER 32

DEPARTMENT OF LAW COLLEGE

495. The scale of pay for the Principal may be the same as that for District Judges. (32.13)

496. The whole-time Professor may be appointed as the Vice-Principal in addition to his duties as Professor. (32.4)

497. Part-time teaching staff may be appointed strictly on the recommendations of a Committee. (32.5)

498. 50 per cent of the teaching staff including the Principal and the Vice-Principal may be appointed as full time staff. (32.6)

499. All the posts in the ministerial cadre may be filled by taking on deputation officials holding corresponding posts either from the Department of Public Instruction or the Department of Collegiate Education. The liens of the existing staff directly recruited may be shifted against existing vacant posts or supernumerary posts in either of these Departments. (32.7)

500. The rates of honoraria to part-time Professors and part-time Assistant Professors may be raised to Rs. 600 and Rs. 400 per mensem respectively ; No Dearness Allowance need however be paid to part-time teaching staff. (32.16)

501. The post of the Manager may be upgraded to Class II Gazetted cadre, in consonance with the general recommendation made in respect of all Government Colleges. (32.10)

502. Cash work may be entrusted to one of the existing clerks other than the Accountant and he may be paid an allowance. (32.11)

503. The existing temporary posts of Physical Culture Instructor, One I Division Clerk and one Stenographer may be made permanent. (32.12)

CHAPTER 33

DIRECTORATE OF NATIONAL CADET CORPS

504. All the ministerial staff recruited as per Rules prior to 1st January 1965, may be absorbed against clear vacancies in the clerical cadre in the regular Departments of Government like Public Instruction and Collegiate Education ; and thereafter these officials may be treated as on deputation to the Directorate of the National Cadet Corps. (33.9)

505. Cadre and Recruitment Rules of the Department may be framed early. To the extent to which the officials are taken or proposed to be taken on deputation from the Department of Public Instruction and Collegiate Education, the Cadre and Recruitment Rules of these Departments may be modified, so as to provide for increase of strength under deputation reserve. (33.10)



CHAPTER 34

DEPARTMENT OF PRINTING AND STATIONERY

506. The Department may be classified as a Major Department and the status of the Director raised to that of a Head of a Major Department. Technical posts in the Department may be treated on par with the corresponding posts in the Public Works Department. The scales of pay for the Technical posts in the Department may be the same as are prescribed for corresponding posts in the Public Works Department. (34.6)

507. Posts of Typewriter Mechanics may be created in each of the Branch Presses at Dharwar, Gulbarga and Mercara, for attending to the major repairs of typewriters in the Mofussil areas, coming within the jurisdiction of the respective Branch Presses. (34.7)

507(a). Posts of Book Binders may be created in the High Court and the District Courts for attending to the work of binding the Law Reporters, registers and documents of the respective Courts, as an experimental measure and in case the experiment is not found satisfactory the binding work in question may be entrusted to the High Court Press and the posts of Book Binders created in the Press. (34.9)

508. Small Units of Printing Presses may be opened in as many Central and District Jails as possible. (34.12)

509. The matter to be printed in the Gazette should be chosen with utmost care and zealously, unnecessary and un-important matter being scrupulously avoided. (34.14)

510. Quarters for the officers in charge of all the Government Presses may be constructed in close proximity to the Presses and allotted to them free of rent. (34.22)

CHAPTER 35

DEPARTMENT OF PUBLIC INSTRUCTION

511. One post of Joint Director in the Directorate may be retrenched. (35.3)

512. All the five Divisional Level Officers may be abolished. (35.5)

513. The Inspectorate at the District level may be strengthened. There may be an officer (Class I-Senior Scale) of the status of a Deputy Director as the District Level Officer and one Class I (Junior Scale) Officer for every 40 High Schools and a class II Officer for every 60 Primary Schools in the District. (35.9)

514. Half the existing number of officers in the Directorate may be posted to the field against the posts to be created under the re-organised pattern. (35.9)

515. The status of the Inspectors of Schools at the Taluk level may be raised to Class II Gazetted Cadre. (35.10)

516. There may be at least one Graduate Teacher as Head Master of a Primary School in each Taluk. (35.11)

517. The Deputy Directors may inspect Higher Secondary Schools, the Assistant Directors may inspect the High Schools and the Inspectors may inspect the Primary Schools. (35.14)

518. The Secondary Education Examination Board may continue in its present form, but there should be proper co-ordination between the Board and the Department of Public Instruction. (35.18)

519. The existing system of granting two advance increments to graduate teachers who acquire/have acquired post graduate qualifications whether at the cost of Government or at their own cost may be continued. Graduate Language Teachers may also be brought under this scheme. (35.23)

520. Each period of work in the XI Standard Classes may be equated to two periods of normal work and the total work-load of 26 periods per week may be calculated on this basis.

521. The teachers who handle the XI standard classes in addition to the normal work-load of 26 equated periods per week may be given part-time allowance subject to a maximum of Rs. 50 per month. (35.24)

522. Only persons who have secured in the aggregate not less than 50 per cent of the maximum number of marks at the qualifying examinations may be considered eligible for appointment as Teachers. (35.25)

523. Twenty-five per cent of the posts in the cadre of Primary School teachers may be in the selection grade. (35.27)

524. Definite principles like seniority-*cum*-merit, may be laid down for selection of teachers for training and the principles once laid down may be strictly followed. (35.29)

525. The principles laid down in the case of Aided Private Colleges under the control of the Director of Collegiate Education Department in respect of pensionery benefits may be followed in the case of the B.Ed. Colleges also. (35.31)

526. One post of Manager may be sanctioned to each of the B.Ed. Colleges. (35.35)

527. Specific rules may be framed that teachers may be continued in the same school upto 5 years, unless there are any complaints against them or they request for a change. (35.37)

528. Confidential reports of all Primary School Teachers may be maintained and such reports may be written clearly indicating the work turned out by them. (35.38)

529. Fisheries Schools and schools run by the Social Welfare Department, etc., may be brought under the control of the Department of Public Instruction. (35.43)

530. Tuition fees may be levied at the specified rates in respect of children whose parents pay income-tax. (35.46)

531. The teachers in Private Art Institutions may be given higher scales of pay than at present. (35.49)

532. Till such time as a common grant-in-aid code for aided primary schools is evolved, the rates of dearness allowances grant paid to Primary Schools may be raised to the rates at which such grants are given in respect of Secondary Schools. (35.50)

533. The managements of Private Aided Institutions may recover Building Fee at a nominal rate from the parents of pupils for a specified period only. (35.52)

534. An imprest amount of Rs. 5 may be placed at the disposal of the Head Masters of Primary Schools for meeting expenditure on items of contingency ; a sum of Rs. 10 may be sanctioned annually towards contingent expenditure. (35.53)

535. A sum of Rs. 100 per annum may be placed at the disposal of each Primary School and the Head Master of the school authorised to utilise the amount for maintenance of the school building and for carrying out petty repairs. (35.54)

536. The text books once prescribed may be continued for at least a period of five years. (35.55)

537. Book Depots may be opened at the Taluk level to avoid artificial scarcity and to ensure proper supply of text books. (35.56)

538. Libraries may be built up in all the Primary Schools in the State over a period of ten years and a sum of Rs. 100 may be sanctioned every year to each such schools for the purchase of books. (35.57)

539. The Sanskrit Colleges may be affiliated to the concerned University as a first step and taken over by them in due course. (35.21)

CHAPTER 36

DEPARTMENT OF PUBLIC LIBRARIES

540. The District Libraries at District Headquarters may have two wings, one wing for providing facilities to the people at the District Headquarters and the other wing for providing facilities to the people at the Taluk Headquarters and villages. (36.3)

541. The existing staff of the Department including the staff in the Training Institute may continue with a suitable leave reserve as recommended in respect of all the Departments. The question of augmenting the staff may be considered in due course, after the existing Libraries get stabilised and acquire adequate number of books and new Libraries are established. (36.5)

542. The Cadre and Recruitment Rules may be framed providing not only for the staff required initially for such of the Libraries as are existing but also for the staff that would be required when the Department is expanded in due course, so as to cover the other Libraries to be established under the Act. (36.6)

543. The officials drawn on deputation from other Departments may be repatriated to their parent Departments and duly qualified persons appointed either by direct recruitment or by promotion of suitably qualified persons. (36.6)

544. The Special Pay of Rs. 75 per mensem now paid to the State Librarian may be discontinued. (36.16)

CHAPTER 37

DEPARTMENT OF TECHNICAL EDUCATION

545. The benefit of four advance increments allowed at present in the case of Non-graduate technical persons in the Medical/Public Health/Agriculture Departments who acquire a degree in the respective disciplines may be extended to officers in the Technical Education Department who are similarly circumstanced. (37.5)

546. The proposed staffing pattern in the Government Polytechnics may be adopted subject to certain modifications suggested. (37.8)

547. The State's scale of pay now recommended may be given to the members of the staff who are in the scales of pay recommended by the All India Council of Technical Education only after the Central assistance is stopped and to others with effect from the date of implementation of the recommendation. (37.13)

548. It is desirable to bring all the Technical institutions from Certificate to Degree Level under the unitary control of the Director of Technical Education. But in view of the apprehension that, if all the technical Institutions are brought under the control of the Director of Technical Education, it may not be possible to get the Central assistance to the extent to which such assistance is now available, the existing set up may be continued for the present and the change-over effected as early as possible in consultation with the Government of India. (37.14)

549. The three posts of Superintendents (Non-gazetted) one each in the Sri Jayachamarajendra Polytechnic, Bangalore, Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore, and B.D.T. College of Engineering, Davangere, may be upgraded to Class II (Gazetted) cadre and adequate powers delegated to them. (37.27)

550. The distinction in the scales of pay between the two categories of officers, *viz.*, Graduate Lecturers and Lecturers with Diploma promoted from the lower cadre, holding identical posts may be removed. (37.40)

551. The draft Cadre and Recruitment Rules in respect of newly established Institutions may be adopted with such modifications as have been proposed in the case of existing Institutions. (37.81)

552. The special pay attached to the posts of the Principals of Sri Krishnarajendra Polytechnic, the Krishnarajendra Silver Jubilee Technological Institute, Bangalore, and the B.D.T. College of Engineering, Davangere may be abolished. (37.83)

553. The Special pay given to Heads of Sections while officiating as Principals may be abolished. (37.85)

554. Powers for filling Class III posts and for making in-charge arrangements against Class II posts, pending concurrence of the Public Service Commission, may be delegated to the Director so that Government need not have to be approached for orders every time an occasion arises. (37.87)

CHAPTER 38

COMMERCIAL TAXES DEPARTMENT

555. The pecuniary jurisdiction of the Assistant Commercial Tax Officers may be raised from Rs. 40,000 to Rs. 60,000. (38.6)

556. The work-load of the Assistant Commercial Tax Officers and Commercial Tax Officers may be reduced from 75 to 45 and 45 to 30 cases per month respectively. (38.6)

557. The Sales Tax Appellate Tribunal may be abolished and a separate Bench may be created in the Mysore Appellate Tribunal to hear Sales Tax Appeal cases. (38.7)

558. The State Representative before the Sales Tax Bench may be an officer of the status of a Deputy Commissioner of Commercial Taxes. (38.7)

559. The results of the system of separation of administrative and appellate functions introduced in the Bangalore City Division and Bangalore Division may be watched for a year or two and then extended to the other Divisions, if found useful. (38.8)

560. In the case of Touring Cinemas, a lumpsum amount may be collected as Entertainment Tax taking 50 per cent of the total seating capacity of the theatre as representing the average attendance at each show and the number of days on which shows are exhibited as the basis for calculation. (38.9)

561. The Licensing Authorities may be empowered under the Cinematograph Rules to cancel or suspend the licences of Cinema Theatres, in case of default in the payment of Entertainment Tax continuously for a period of two months. (38.9)

562. The Commercial Tax Inspectors may be empowered to inspect business premises. (38.34)

CHAPTER 39

MYSORE GOVERNMENT INSURANCE DEPARTMENT

563. The post of the Deputy Secretary may be revived abolishing one of the posts of Assistant Secretaries. (39.3)

564. It may be impressed upon all the Unit Officers that they must ensure that insurance premia are deducted at the rates prescribed by Rules in the monthly salary bills. (39.4)

565. All the posts of Superintendents may be filled by promotion. (39.6)

566. Production of Succession Certificates may be insisted upon in the absence of nominations. All the officials may be advised to make nominations. (39.8)

567. The rate of subscription towards insurance premium may be enhanced to 10 per cent of the mean of the minimum and the maximum of the scale of pay of the employee. The rate of subscription towards General Provident Fund may also be the same as for insurance in respect of the officials in whose cases insurance is refused. (39.10)

568. Temporary vacancies may be filled by promotion as a purely temporary measure and they need not be filled by direct recruitment. (39.17)

569. The Secretary may be empowered to accept the estimates for annual repairs to the buildings belonging to the Department upto a limit of Rs. 10,000. (39.20)

CHAPTER 40

STATE ACCOUNTS DEPARTMENT

570. Four posts of Deputy Controllers may be upgraded as Senior Deputy Controllers. (40.4)

571. The Mysore Village Panchayats and Local Boards Act, 1959 may be amended so as to make it obligatory on the Village Panchayats to produce their books of accounts and other documents for audit. (40.5)

572. Posts of Superintendents may be sanctioned at the rate of one each for a District, for supervising the work of audit of accounts of the Taluk Boards and Village Panchayats. The other staff proposed by the Department may also be sanctioned.

Government may issue instructions to the Local Bodies and to the Deputy Commissioners of the Districts to send copies of the compliance Reports sent to the Deputy Commissioners and of the Orders passed by them thereon to the Assistant Controllers of the concerned Local Audit Circles. (40.5)

573. The relevant Acts may be amended to provide for the Reports of Audit and accounts of the Local Bodies and Autonomous Bodies being placed before the Legislature. (40.6)

574. The post of the Controller, State Accounts Department may be filled by promotion by selection from the cadre of Senior Deputy Controllers. (40.5)

575. While for the time being the Gazetted posts in the Public Works Accounts Unit may be filled by posting officers in the Local Fund Audit Wing of the Department, all the gazetted posts in the Public Works Department wing may be filled by promoting and posting officials in the lower cadres in this unit, by stages. (40.28)

576. The special pay that is now being paid to the staff working in the Community Development Department may be discontinued. (40.29)

577. The Conveyance allowance that is being paid to the officer and officials of the Department working in the Bangalore City Corporation may be discontinued. (49.31)

CHAPTER 41

DEPARTMENT OF TREASURIES

578. The new entrants to the Clerical cadre may be given both institutional and inservice training in the type of work which is entrusted to them. (41.4 and 41.10)

579. Tahsildars may be divested of the control of the Sub-Treasuries, by stages. Pending implementation of this recommendation, Government may issue strict instructions to the Tahsildars not to interfere with the day-to-day work of the Sub-Treasuries. (41.5 to 41.7)

580. The cadre of Gollars may be abolished and future recruitment to the cadre stopped. (41.8)

581. The question of augmenting the staff in each Treasury may be considered after a work study is conducted in respect of the work-load devolving on each treasury. (41.9)

582. Training Institutions may be started to provide training, not only to the persons recruited to the Department of Treasuries, but also to the personnel of other Departments, like the State Accounts Department. (41.11)

583. A proper study of the work-load may be conducted at the various levels and adequate staff sanctioned, so that the work could normally be completed during the working hours, without having recourse to over-time work. (41.12)

584. The sale of Forms and other miscellaneous items of work which are now being handled by the Treasuries and which do not pertain to the work of a Treasury may, hereafter, be transferred to the concerned administrative Departments. (41.13)

585. The "Locked Box" system may be extended to other Treasuries, by stages. (41.17)

586. The State Huzur Treasury may be abolished and in its place, an independent "Pay and Accounts Office" may be created in Bangalore City and a District Treasury may be opened in Bangalore to attend to the residuary items of work of the State Huzur Treasury, after the formation of the Pay and Accounts Office. (41.19, 41.27)

587. The revised procedure regarding the dating of cheques issued by the State Huzur Treasury in respect of Salary, establishment and other bills as suggested may be adopted. (41.24, 41.26)

588. The Central Stamp Depot along with the post of Superintendent, Stamps, Bangalore may be transferred to the Directorate of Treasuries. (41.28)

589. Steps may be taken to provide for certain posts in the Cadre and Recruitment Rules and to regularise the appointments already made. (41.31)

590. The cadre of II Division Clerks and Shroffs may be combined and formed into a single cadre. (41.47)

591. The Special Pay of Rs. 15 per mensem that is being paid to the Treasury Officer, State Huzur Treasury, may be discontinued. (41.37)

CHAPTER 42

DIRECTORATE OF EMPLOYMENT AND TRAINING

592. The Training Wing of the Department may be merged with the Department of Technical Education and the Employment Wing with the Department of Labour in consultation with the Government of India ultimately, though the existing arrangement may continue for the present. (42.7)

593. The posts of the Medical Officers attached to the Training Wing may be abolished. The services of the Compounders and Dressers of the Department may be utilised to render First Aid in cases of emergency. (42.8)

594. II Division Clerks may be placed in charge of the tools, etc., of the workshops and the qualified Attenders attending to this work may be promoted as II Division Clerks. (42.9)

595. The Training Institutions may be classified as Class I, Class II and Class III Institutions based on the strength of students and Principals of appropriate status posted to the Institutions. (42.10)

596. The need for continuing the post of the Deputy Director of Employment may be reviewed after the merger of the Department with the Department of Labour with reference to the work-load. (42.33)

597. The post of the Deputy Chief, University Employment Information and Guidance Bureau, may be upgraded to that of an Assistant Director of Employment and included in the cadre of Assistant Directors. (42.36)

CHAPTER 43

DEPARTMENT OF FACTORIES AND BOILERS

598. The administrative control over this Department may continue to vest in the Commissioner of Labour for some time more. But the Commissioner should not pass orders of transfer and postings in the Department without prior consultation with the Chief Inspector. (43.3)

599. The work of checking the basic statistics sent to the Department by the employers may be attended to by the Jurisdiction Inspectors of the Department and the work of collecting and interpreting the data may be attended to by the Statistical Assistant in the Department. (43.4)

600. Ten per cent of the posts of Inspectors may be upgraded to posts of Senior Inspectors. (43.5)

601. The services of the present Medical Inspector of factories who has gone abroad for training in the relevant discipline may be utilised on his return. (43.6)

602. Government may have a study of the work load conducted and then consider the extent to which the Department needs to be reorganised and strengthened. (43.8)

CHAPTER 44

DEPARTMENT OF FOOD AND CIVIL SUPPLIES

603. The Procurement Wing of the Headquarters organisation may be disbanded and the work of the Department streamlined. The posts that were vacant for a period of more than one year may be retrenched. (44.11—44.12)

604. Suitable procedure may be evolved to secure co-ordination and understanding between the Administrative and the Accounts Wings of the Food Sections of the Deputy Commissioners' Offices. (44.13)

605. Control and discipline in a suitable form may be continued in respect of merchants and other distributing agencies dealing in foodgrains and other food stuffs. [44.14(1)]

606. The arrangements indicated for the Warehousing of foodgrains may be adopted. [44.14(2)]

607. One third of the present staff of the Food Department may be made permanent and the work of the department regulated as indicated. (44.15)

608. The posts of the Manager of the office of the Director of Food and Civil Supplies may be upgraded to the Class II gazetted cadre in accordance with the general pattern suggested in this regard. (44.16).

609. Special pay sanctioned to the officers of the Department may be abolished. (44.31)

610. Additional powers as indicated, may be delegated to the Officers of the Department. (44.32)

CHAPTER 45

LABOUR DEPARTMENT

611. A proper assessment of the work-load for each category of Officers of the Department may be made and their jurisdiction redefined, consistently with such work-load. The existing pattern of administration may be continued till a work study is made as suggested. (45.5)

612. Ten per cent of the posts of Labour Inspectors may be upgraded to those of Senior Labour Inspectors. The Senior Labour Inspectors may be posted to more important charges and the Labour Inspectors to others. (45.6)

613. The Labour Inspectors and the Senior Labour Inspectors may be given conveyance allowance on the basis that they would have to maintain bicycles and not on the basis that they would have to maintain Motor Cycles. (45.7)

614. The Department of Weights and Measures may be merged with the Department of Labour eventually. (45.8)

615. The question of publishing the Labour Gazette in Kannada also in addition to English, may be considered if an adequate number of subscribers desires to have copies of the journal in Kannada and the publication in both the languages is not uneconomical. It would be enough if only the pertinent portions of the Awards of the Labour Courts are published in the Government Gazette. Government may accordingly amend the Rules framed under Section 17 of the Industrial Disputes Act, 1947 prescribing the manner of publication of Reports and Awards. The Reports and Awards may be published in full in the Labour Gazette. (45.9)

616. The Mysore Shops and Commercial Establishments Act, 1961 may be amended to provide for the renewal of Registration every year on payment of fees to be prescribed (45.11).

CHAPTER 46

HIGH COURT OF MYSORE

617. Steps may be taken to adjust the staff in the High Court on the Secretariat staffing pattern and to fix the norms of work at various levels. (46.8)

618. The work-study of the various items of work dealt with at various levels may be undertaken for determining the work-loads, the points at which more powers than at present can be delegated and the points at which the system of level jumping may be introduced. (46.9)

619. The post of a Joint Registrar may be created. (46.12)
620. The post of the Accounts Officer may be made permanent. (46.13)
621. A Vigilance cell may be created in the High Court for a period of two years in the first instance. (46.12)
622. Two posts of Assistant Registrars may be created. (46.14)
623. A Cadre of Senior Assistants may be created. (46.15)
624. If, after assessment of the work-load, additional posts of I Grade Stenographers are found necessary, the High Court may upgrade the posts of such of the II Grade Stenographers as come up to the mark in taking down judgments and possess the necessary fitness for such promotions. (46.17)
625. Posts of 5 Audit Superintendents and 10 Audit Clerks may be sanctioned for a period of three years on a temporary basis. (46.18)
626. Additional posts created for election work may be abolished when the work is over. (46.19)
627. The approval of the Governor to the Rules sanctioned by the High Court under the proviso to Article 229(2) of the Constitution in so far as they relate to salaries, allowances, leave or pension, may be obtained early; the Chief Justice may finalise the Rules in respect of other matters. (46.20)
628. The Personal Assistants to Judges and Judgment Writers accompanying Judges on tours may be given Travelling Allowance and Daily Allowance on the same lines as the Personal Assistants to Ministers. (46.22)
629. The strength of the various cadres may be fixed and the Rules of Recruitment framed taking into consideration the recommendations made by the Commission. (46.26)
630. The post of III Deputy Registrar may be treated as supernumerary and abolished in due course. (46.27)
631. The post of Special Officer may be abolished. (46.31)
632. The grant of Special Pay to various officers in the High Court may be regulated in the manner suggested. (46.54)
633. Adequate arrangements may be made to ensure that the Law Reports are printed and published promptly. (46.55)
634. The rates of subscription for the Law Reports may be revised suitably. (46.56)

635. Adequate powers may be delegated to officers at all levels.
(46.57)

CHAPTER 47

MYSORE GOVERNMENT SECRETARIAT

636. Every effort should be made by rationalising the work-load and by suitably delegating powers to the lower levels to keep the expansion of the staff in check or even to reduce it. (47.3)

637. The Organisation and Methods Section may assess and review the work-load periodically and make modifications in the strength of sections and their distribution wherever necessary. (47.5)

638. The Accounts Section may be reorganised in due course. (47.6)

639. The work in the Registry Sections should be regulated so as to keep the Junior Assistants engaged throughout the office hours. (47.7)

640. The strength of Junior Assistant in the General Despatch Section may be reduced in due course. (47.8)

641. Attenders' services may be utilised in the Registry and General Despatch Sections and the number of posts of Junior Assistants correspondingly reduced. (47.9)

642. Private Secretaries to Ministers may be authorised to send petitions, letters, etc., addressed to Ministers direct to the lowest authority competent to handle such matters, for disposal. (47.12)

643. The strength of the staff in the personal establishment of Secretaries and Additional Secretaries may be reduced in due course. (47.13)

644. The Hospitality Organisation at New Delhi may be necessary but the status of the officer and the number of subordinates can be conveniently reduced. The Hospitality Organisation in the State may be abolished as soon as possible. (47.19)

645. The Librarian in charge of the Law Library may be given Special Pay at Rs. 20 per mensem. (47.25)

646. Every Department may have a small Departmental library and each officer may have a complete set of up-to-date Acts and Rules pertaining to the work which he is handling. (47.27)

647. The Class IV official in the General Library may be given a Special Pay of Rs. 10 per mensem. (47.28)

648. The General Library may be kept open an hour before and an hour after office hours, as an experimental measure. (47.29)

649. Appointments to the Watch and Ward may eventually be made of policemen or ex-Servicemen and the posts of watchmen retrenched in due course. (47.30)

650. A Health Inspector may be taken on deputation from the Department of Health and Family Planning Services to ensure sanitary conditions in the bath-rooms in Vidhana Soudha building. (47.31)

651. Lunch Rooms may be provided on every floor in the Vidhana Soudha building. (47.32)

652. A certain percentage of posts in the Secretariat may be filled by appointment of officers of the Indian Administrative Service/ Mysore Administrative Service. (47.36)

653. Appointment of officers of the Subordinate Judiciary to posts in the Department of Law and Parliamentary Affairs may be made by selection after consultation with the High Court. (47.37)

654. Specific provision may be made in the Cadre and Recruitment Rules for appointment of the Chief Secretary. (47.38)

655. Appointment to the posts of Joint Secretaries (new cadre) may be made on the lines suggested. (47.46)

656. The post of Budget Officer in the Finance Department may be upgraded to that of the Joint Secretary. (47.50)

657. Under Secretaries should be placed in charge of Field Offices for the same tenure as an officer of the Mysore Administrative Service working in the Secretariat. The interchange of officers should not affect the promotional prospects of Section Officers in the Secretariat. (47.51)

658. Direct recruitment to the posts of Section Officers of the Drafting Sections in the Department of Law and Parliamentary Affairs may be resorted to only where suitable persons are not available for appointment by promotion. (47.57)

659. Three posts of Drafting Assistants may be abolished if the work-load does not justify the posts being filled. (47.59)

660. The posts of Cipher Assistant and Cabinet Assistant may be combined into one post and included in the cadre of Section Officers. (47.60)

661. The status of the post of the Personal Assistant to the Chief Secretary need not be higher than that of a Selection Grade Stenographer. (47.62)

662. The Conveyance Allowance attached to the post of the Clock Mechanic may be abolished. (47.70)

663. The work of repairs to lifts in the Vidhana Soudha building may be entrusted to the Public Works Department and the post of the Lift Mechanic abolished in due course. (47.73)

664. Junior Assistants may be trained in the work of Telephone Operators and the posts of Telephone Operators abolished. (47.75)

665. Stenographers who have acquired Proficiency qualification in Shorthand and are not in the cadre of Selection Grade Stenographers may be paid Rs. 10 per day if their services are requisitioned for attending Conferences. (47.82)

666. Fifty per cent of the vacancies in the cadre of Stenographers may be filled by promotion from the cadre of duly qualified Typists. (47.85)

667. The strength of certain cadres in the Secretariat may be increased so as to include the posts in the Governor's Secretariat as indicated and the posts filled by transfer of officers from the appropriate cadres. (47.89)

668. Posts of Accountant, Cashier and House Superintendent in the Governor's Secretariat may, in future, be filled by appointment of officers from the Secretariat. (47.92)

669. Proper assessment of the work in the Governor's Secretariat may be made and reduction effected in the number and cadres of posts wherever possible in the interest of economy. (47.95)

670. Government may conduct a study of the work which the Special Commissioner in New Delhi has been doing and then decide on whether to continue his office and establishment in the present or a modified form. (47.115)

670 (A). *Evaluation and Manpower Wing*

- (i) In view of the temporary nature of the Wing, it may not be necessary to make any appointment by direct recruitment to any of the posts in the Wing; these posts may be filled by taking officers on deputation from the corresponding cadres in the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly.

*Under Secretary and Ex-Officio Deputy Director of
Evaluation (Administration)*

- (ii) The post may be included in the cadre of the Under Secretaries to Government and filled in accordance with the Rules of Recruitment applicable to the Under Secretaries or in the alternative this may be filled by taking on deputation an Under Secretary from the Secretariat.
- (iii) *Section Officers.*—The existing mode of filling the posts by the appointment of Section Officers from the Secretariat may continue. (47.96, 47.98 and 47.105)

671. The benefit of revision of scales of pay should be given to persons holding several categories of posts in the establishment of the Special Commissioner in New Delhi, wherever the scales of pay for the corresponding posts under the State Government become higher than the existing scales of pay attached to the respective posts. (47.117)

672. More powers may be delegated to lower officers of the Secretariat. (47.119)

673. Grant of Special Pay to various posts in the Secretariat may be regulated on the lines suggested. (47.121 to 47.128)

CHAPTER 48

MYSORE STATE GAZETTEER

674. Efforts should be made to secure duly qualified persons of proper calibre for working as Editors in the scales of pay suggested. (48.5)

675. There is no need to give special pay to Stenographers in addition to the Stenographic Allowance admissible. The work-load of Typists should be assessed and if necessary, additional posts of Typists created. (48.9)

CHAPTER 49

MYSORE PUBLIC SERVICE COMMISSION

676. The scales of pay for the various categories of posts in the Office of the Mysore Public Service Commission may be the same as for corresponding posts in the Mysore Government Secretariat. (49.3)

677. A work study may be conducted at the various levels in the Office of the Public Service Commission and a decision taken thereafter as to which of the temporary posts including those of the Deputy Secretary and the two Assistant Secretaries should be made permanent. (49.4)

678. A cadre of Senior Assistants with the same scale of pay, duties and responsibilities as those in the Secretariat may be created to the extent necessary. (49.5)

679. The scales of pay and designations of the various categories of posts and the staffing pattern in the Office of the Public Service Commission should be identical with those in the Secretariat. (49.5)

680. The Special Pay attached to the post of the Deputy Controller of Examination should be withdrawn. (49.7)

681. The Public Service Commission may be empowered to appoint temporary staff for special work. (49.8)

682. All powers of the Head of the Department generally should be vested in the Secretary of the Public Service Commission. (49.9)

CHAPTER 50

THE MYSORE VIGILANCE COMMISSION

683. The respective roles of the Vigilance Commission and the Public Service Commission in disciplinary proceedings may be clearly defined. (50.5)

684. The provisions of the Mysore State Vigilance Commission Rules, 1965 and the Mysore Civil Services (Classification, Control and Appeal) Rules, 1957 may be amended to enable the Vigilance Commission not only to have the preliminary investigation conducted but also order preliminary enquiry in cases in which it is satisfied that a *prima facie* case has been made out without the orders of the Government. (50.6)

685. A convention may be built up that the recommendations of the Vigilance Commission are ordinarily accepted and in cases in which the recommendations are not accepted the reasons for doing so are intimated to it, if necessary, by a confidential letter. (50.7)

686. Necessary provision may be made in the Rules to secure the presence of the witnesses and the accused officers. (50.8)

687. Government may issue revised procedural instructions from time to time for the guidance of Inquiry Officers and get them printed along with the Mysore Civil Services (Classification, Control and Appeal) Rules. (50.9)

688. The jurisdiction of the Commission may be enlarged to cover officials working in Local Bodies and Corporations. (50.10)

689. The liens of the officers who constitute the permanent establishment of the Vigilance Commission may be shifted against corresponding posts in one or the other of the regular Departments and they may be treated as on deputation to the Vigilance Commission. (50.13)

690. The Personal Assistant to the Vigilance Commissioner may be given Special Pay at the same rate as Private Secretaries to Ministers. The Special Pay given to officers of other Departments on deputation to the Office of the Vigilance Commission may be withdrawn. (50.14)

691. The Vigilance Commissioner may be clothed with the authority to deal with grievances of parties approaching him for getting relief at the hands of officers of the various departments. (50.15 to 50.17)

CHAPTER 51

DRUGS CONTROL DEPARTMENT

692. Four posts of Drugs Inspectors may be converted into posts of Senior Drugs Inspectors. (51.3)

693. Additional Sections may be created in the Drugs Testing Laboratory, according to a phased programme, on the basis of the work-load. (51.4)

694. There is no necessity to have a separate Police Wing for the Drugs Control Department. (51.5)

695. Certain special powers now vested in the Superintendent of Police under the Manual of Financial Powers may be delegated to the Drugs Controller also. Powers as are now vested in the Heads of Offices under the Manual of Financial Powers may be delegated to the Superintendent, Drugs Testing Laboratory and the Principal, Government College of Pharmacy, Bangalore. (51.46)

CHAPTER 52

DEPARTMENT OF HEALTH AND FAMILY PLANNING SERVICES

696. The ministerial cadres in the Medical, Health and Medical Education Wings may be integrated into a single cadre, a common seniority list drawn up and promotions regulated accordingly (52.9)

697. The technical cadres in the Medical and Health Wings may be integrated, a single list of seniority prepared for purposes of promotion to the level immediately above the level of entry ; but the placement of each officer may, however, depend upon his specialisation. (52.10)

698. The need for the continuance of the post of Joint Director (Medical Education) may be reviewed about three years later and the post continued if the work load justifies it. (51.12)

699. The post of the Joint Director (Special System) may be abolished and the work transferred to the Joint Director (Medical). (52.12)

700. The question of introducing the revised staffing pattern of ministerial staff at District and other major hospitals of the State may be considered after a "Time and Motion" study of the work load involved is got conducted. (52.14)

701. Nineteen posts of Lay Secretaries may be created to work as Headquarters Assistants to the District Health and Family Planning Officers. Two posts of Lay Secretaries may also be created to work as Gazetted Assistants in the Directorate. (52.16)

702. The post of the Deputy Director (Family Planning) may be upgraded to the status of a Joint Director. (52.17)

703. One post of Assistant Controller may be created in the Directorate for dealing with the accounts relating to Family Planning work. (52.18)

704. The posts of Accountants of the rank of an Accountant working in the Community Development Blocks may be created in each of the District Health and Family Planning Offices. (52.19)

705. Payment of Non-Practising Allowance may be wholly stopped and all the officers in the Department (including the Indian Medicine Branch) may be permitted to have private practice subject to the conditions specified. (52.34, 52.36 and 52.62)

706. The Officers in the Health Wing may be treated on par with their counterparts in the Medical Wing in respect of their scales of pay and Non-Practising Allowance. (52.35)

707. The Officers of both Medical and Health Wings who secure qualifications higher than those prescribed for the post they might be holding, may be given incentive pay or Specialist Allowance at the rates indicated. (52.37)

708. The posts of Resident Medical Officers in the teaching hospitals may be upgraded to the rank of Surgeons. (52.39)

709. The system of having Honorary Medical Practitioners may continue. Suitable rules may be framed for plugging the loopholes in the system. (52.40)

710. The designation of the Superintendent, Nursing Services, may be changed as "Assistant Director of Health (Nursing)". (52.41)

711. The system of 'Subsidised Medical Practitioners' may be continued under the present terms and conditions in respect of those who have already come under the scheme but no further appointment need, however, be made under the scheme. (52.42)

712. The House Surgeons (both Medical and Dental) may be given a stipend of Rs. 150 per mensem. (52.43)

713. The placement of candidates as House Surgeons after the results of the final examination of the Degree Course in Medicine and Surgery are declared may be regulated according to the principles indicated. (52.44)

714. The posts of Electricians may be created for each of the District Hospitals. (52.45)

715. The Nurse patient ratio may be reduced from 1 : 10 to 1 : 6 so that there would be one Nurse for every six patients. (52.47)

716. The entire deficit in the recurring expenditure and 85 per cent of the non-recurring expenditure may be sanctioned as Grant-in-Aid to private medical institutions of the State based on the actual expenditure. (52.49)

717. The doctors required to be on night duty may be given a holiday on the succeeding day. (52.50)

718. Rural Allowance may be given to the Lady Doctors posted to Taluk places and to places below Taluk level at the rates indicated. Men Doctors, however, may be given the allowance only when they are posted to places below the Taluk level. (52.52)

719. Risk Allowance may be granted to the officers and staff working in the Ayurvedic Colleges and Hospitals at the same rates as for the officers and the staff of corresponding status in the allopathic Wing. (52.55)

720. Senior Grade Health Inspectors may be posted to relatively more important charges and Junior Grade Inspectors to other charges. (52.57)

721. The Junior Chemists of the Department may be treated on par with the Chemists in the Department of Mines and Geology as regards their scales of pay. (52.58)

722. Ten per cent of the posts in the cadre of Compounders may be converted into Senior Grade posts and designated as Senior Compounders. (52.59)

CHAPTER 53.

DEPARTMENT OF TOWN PLANNING

723. Suitable provision may be made in the Town and Country Planning Act, Municipal Corporation Acts and the Municipalities Act requiring these bodies to consult the Department of Town Planning before planning and implementing programmes. (53.5)

724. Fifty per cent of the posts in the Department, both technical and ministerial, may be made permanent. (53.6)

725. The question of augmenting the staff of the Department may be considered as and when Municipalities and other Local Bodies undertake schemes of Town Planning and seek technical assistance of the Department. (53.10)

726. The post of the Office Superintendent may be abolished and in lieu thereof, a post of the Headquarters Assistant in Class II Gazetted cadre may be created. (53.11)

727. Additional staff to the Central Office may be sanctioned in due course after a "Time and Motion" study is conducted, if the work load justifies it. Special Pay may be given to the technical staff of the Department who have acquired special qualification in Town Planning. (53.12 and 53.39)

CHAPTER 54

DEPARTMENT OF EXCISE

728. The existing post of the (Non-technical) Headquarters Assistant may be abolished and a post of a Financial Assistant in the scale of pay of Assistant Controller, State Accounts Department may be created and an officer of that status may be taken on deputation from the State Accounts Department. The post of Manager (Non-Gazetted) may be upgraded to Class II and the work which the (Non-technical) Headquarters Assistant is attending to may be distributed suitably among the (Technical) Headquarters Assistant, Financial Assistant and the Manager. The posts of Auditors may be created later after studying and determining the work-load. (54.6)

729. Such of the several posts as are necessary and continued on a temporary basis for long periods may be made permanent. (54.10)

730. In view of the relaxation of prohibition the existing date reserves should be retained as such and regeneration of date trees undertaken wherever possible. (54.12)

731. Government may frame Rules under the Excise Act to regulate the location of liquor shops only in unobjectionable localities. (54.13)

732. 33 $\frac{1}{3}$ per cent of the posts of Assistant District Excise Officers may be filled by direct recruitment. (54.16)

733. The present restriction of five years of service as First Division Clerks for promotion to the posts of Excise Inspectors may be kept in abeyance for a period of five years during which period, service of three years as First Division Clerk with a total service of ten years may be adopted as the service qualifying an officer for promotion to the post of Excise Inspector. (54.19)

CHAPTER 55

DEPARTMENT OF FIRE FORCE

734. The Department may indicate to the Employment Exchange precisely the qualifications required of a candidate needed by it and the Exchange may sponsor the names of only such candidates. The Department need not be exempted from the purview of the Exchange. (55.6)

735. Uniforms and Allowances may be given to the officers of this Department upto the rank corresponding to the rank of the officers of the Police Department to whom such Uniform and allowances are given. (55.7)

736. Housing facilities may be provided at least to the essential staff as early as possible. (55.8)

737. Maintenance Workshops should be opened in Bangalore, Mysore, Hubli-Dharwar and Gulbarga for attending to the major repairs; and "Service Stations" should be opened in each District Headquarters for attending to the servicing and minor repairs of all Government vehicles. The vehicles of the Department of Fire Force may be sent for attending to repairs to the Regional Workshops and the District Service Stations which may be set up and when so sent they may be given the highest priority. (55.11 and 55.12)

738. As far as possible the various appliances and equipment required by the Department may be purchased through the Stores Purchase Department. The Department may, however, be authorised to make direct purchases of urgent requirements with the express prior sanction of Government. (55.13 and 55.14)

739. An imprest of Rs. 500 may be placed at the disposal of the Director to enable him to give advances to staff when they go out on Fire Service duties. (55.15)

740. Government may issue necessary instructions that the present purely informal arrangement under which the Police Wireless Grid and the Police Stations are transmitting messages about the occurrence of fires, etc., are formalised. (55.17)

741. Fire Brigade Allowance drawn by some of the Fire Service personnel may continue to be paid to them. (55.19)

742. Such of the employees as are engaged on fire fighting work may be got examined medically after twenty years of service and periodically thereafter and such of them as are medically fit may be continued in service till the normal age of superannuation. The others may be retired from service on payment of proportionate pension and other pensionary benefits. (55.20)

743. Full Daily Allowance may be given to Firemen going outside the Headquarters to attend to Fire Service work even though their absence from Headquarters is less than six hours. (55.21)

744. The proposals for the levy of inspection charges against "Fire Risks" and for the levy of annual fee for issue of licences to use any building or place as a warehouse or workshop may be examined by Government and finalised early. (55.22)

745. The Cadre and Recruitment Rules of the Department which are stated to be under the consideration of Government may be approved as early as possible. (55.24)

CHAPTER 56

FILM UNIT

746. The post of the Officer on Special Duty may be abolished after the expiry of the sanctioned term of the Film Unit and the entire work that is at present being attended to in the Film Unit along with the subordinate staff in the Unit may be transferred to the Department of Information and Tourism. (56.4)

747. The duties handled by the officer on Special Duty may be entrusted to an officer of the rank of Deputy Director in the Department of Information and Tourism in addition to his other work. (56.5)

748. The system of awards to the best films may continue; the system of subsidy merely on the basis of language may be abolished. Awards may be given instead, to the best Actors and Actresses, to the musicians and singers and to the story-writers and others connected with film production. (56.6)

CHAPTER 57

HOME GUARDS AND CIVIL DEFENCE

749. The Department of Home Guards may be placed on a permanent footing. (57.13)

750. The existing system of payment of fixed remuneration (honorarium) to Part-time Instructors in the District Home Guards Unit may continue. (57.15)

751. The fixed remuneration of Rs. 24 per month paid to part-time Peons in the Bombay area may be continued and may be extended to other areas whenever found necessary. (57.16)

752. The existing arrangement under which some posts in the Department are filled by taking officers from the Police Department and from the Public Works Department on deputation may continue for the present. (57.17)

753. The Department may normally purchase its requirements through the Stores Purchase Department but may be authorised to purchase its requirements without going through the Stores Purchase Department only in exceptional cases and after getting the prior approval of Government. (57.18)

754. When the Department becomes permanent, the officials taken on deputation from other Departments and found suitable for this Department may be absorbed after giving them option either for this Department may be absorbed after giving them option either Departments. (57.20)

CHAPTER 58

DEPARTMENT OF INFORMATION AND TOURISM

755. While the Information Centre in New Delhi may be continued, Information Centres need not be established at other Places outside the State. The Information Centre at Goa may be closed. (58.4)

756. Instead of the present three publications, namely, *March of Mysore* (English), *Janapada* (Kannada) and *Panchayati Rajya* (Kannada) it would be sufficient if there are only two publications—one in English and one in Kannada. These publications should deal with matters of public interest and their standard should be toned up so as to evoke interest among the general public. (58.5)

757. Whenever firings, disturbances and other incidents occur, the press may be suitably briefed fully by supplying correct information so that the press may inform the public in their own fashion. The system of issuing hand outs may be stopped altogether. (58.6)

758. The publicity work of such of the Departments of Government as have no satisfactory machinery of their own may be channelised through the Department of Information and Tourism and in respect of those Departments which have adequate facilities, the publicity work may be handled by the Departments themselves. For this purpose, a few important Departments of the former category may be attached to one officer of the Department of Information and Tourism and the extent to which the work would improve may be watched. (58.7)

759. The Assistant Director and other Officers who deal with publicity and information may also attend to the public relations work in the Department. (58.8)

760. The contribution by the Village Panchayats towards the supply of Community Receiving Sets should on no account accumulate and every effort should be made to realise the arrears either by recovery or adjustment by consent towards the amounts payable by way of grant to the Village Panchayats. (58.11)

761. The Community Receiving Sets may be kept in the Village Panchayat Halls wherever there are such Halls or in the Schools or other public buildings where there are no Village Panchayat Halls. (58.12)

762. Tourist publicity should be well-organised and trained Tourist Guides should be appointed at places of Tourist interest. The Rest Houses in and near all the places of tourist interest in the State may be brought under the control of this Department. Whenever the Public Works Department takes up the construction of Rest Houses, they may also consult this Department. (58.16)

CHAPTER 59

MOTOR VEHICLES DEPARTMENT

763. Tax on Passengers and Goods may be merged with Motor Vehicles Tax after the other States with whom the State has entered into agreement in respect of single point taxation agree to do likewise. (59.11)

764. All carriers—public or private—may be treated on the same footing and taxes collected from both at uniform rates. Taxes may also be collected from Government vehicles. (59.12 and 59.13)

765. The existing check-posts may be strengthened and the standard of checking improved. There is no need to increase the number of check-posts. (59.13)

766. The four posts of Deputy Transport Commissioners sanctioned in Government Order No. HD 184 TME 65, dated 4th March 1967 may be made permanent and filled by promotion from the new cadre of Regional Transport Officers. (59.23)

767. The separate cadre of Senior Regional Transport Officers may be abolished and there may be a common cadre of Regional Transport Officers with a uniform scale of pay in all the Districts. A selection grade may, however, be provided to the existing Senior Regional Transport Officers, till such time as they get promoted or retire. (59.15)

768. The posts of Assistant Regional Transport Officers may be abolished. The existing incumbents in this cadre may, however, be allowed to remain in it till they retire or are promoted to the cadre of Regional Transport Officers. (59.23)

769. The post of Accounts Superintendent may be upgraded to that of Accounts Officer. (59.18)

770. Flying Squads may be attached to the Deputy Transport Commissioners instead of to the Deputy Inspector-General of Police as at present. (59.19)

771. Branch Treasuries or Treasury Sections may be opened in all the Regional Transport Offices where the average collection exceeds Rs. 10 lakhs per annum and where the vehicle strength is more than 2,000. (59.20)

772. Compensation payable to Local Bodies for the loss of toll-tax and vehicle tax, should be refixed on a scientific basis and revised once in every five years. (59.21)

CHAPTER 60

THE MYSORE STATE SOLDIERS', SAILORS' AND AIRMEN'S BOARD

773. The present arrangement under which one of the Under Secretaries is attending to the work of the Mysore State Soldiers', Sailors' and Airmen's Board in addition to his own duties may be terminated soon after the post of the Secretary of the Mysore State Soldiers', Sailors' and Airmen's Board is regularly filled. (60.2)

774. The concurrence of the Government of India may be obtained, if considered necessary, for the revision of scales of pay in respect of the staff of the District Soldiers', Sailors' and Airmen's Boards. (60.5)

CHAPTER 61

POLICE DEPARTMENT

775. As the policy of Prohibition has undergone a material change, the staff entrusted with the work of Prohibition Intelligence may be abolished in those districts where Prohibition is removed. (61.4)

776. The Police Radio Wing of the Department may be treated as a technical wing with scales of pay different from those for the regular executive Police force. (61.9)

777. Three additional posts of Deputy Superintendents of Police may be created one each for North Kanara and Bangalore Districts and one for the Railway Police. (61.10)

778. Only the minimum number of transport vehicles of the Department may be kept under the direct control of the Officers of the Department and the rest may be placed in a common pool. (61.11)

779. The regular Police force may render such assistance as the Department of Drugs Control requires and no separate Police Cell need be created in that Department. (61.12)

780. The Posts of Deputy Superintendents of Police may be upgraded to Class I cadre. (61.28)

781. The posts of Police Inspectors may be upgraded to gazetted Class II Cadre. (61.31)

782. Certain additional financial powers may be delegated to the Inspector-General of Police, Deputy Inspector-General of Police and the Superintendents of Police. (61.55)

CHAPTER 62

DEPARTMENT OF PRISONS

783. Government may issue circular instructions to all the Departments that they should place orders for the articles of furniture required by them during the entire year, at the commencement of the financial year itself. (62.8)

784. The percentage of profit to be charged by the various jails on the articles manufactured by them may be uniformly fixed at 15 per cent. (62.9)

785. The question of establishing a common Training Institution in Bangalore for training the officers of the Department for all the Southern States may be pursued with the State Governments concerned and until such time as an Institution is established in Bangalore, the existing arrangement under which officers of this State are being deputed for training to Bombay may be continued. (62.11)

786. Residential quarters to the jail staff may be taken upon a phased programme and completed early. (62.14)

787. Wherever suitable land is available in the vicinity of jails, farms be attached to the jails. (62.15)

788. There should be some male nurses during nights to look after male "in-patients" and women nurses throughout the day to look after women inmates who fall ill and are hospitalised and a Lady Doctor should visit the jail regularly to treat the women patients. (62.16)

789. Overtime wages may be paid to the convicts in jails only after determining suitable norms of work for a full working day and when the production goes beyond such norms on an average over a month. (62.17)

790. It may be possible in course of time to create a cadre of officials for police duties in this Department itself and whatever is spent on a section of the police establishment may be spent on this section. Government may examine this question as early as possible. (62.19)

791. A leave reserve may be created for the warders at 5 per cent of the normal strength. (62.32)

792. The Superintendents in the Major Jails at Bangalore, Belgaum, Dharwar and Gulbarga may be provided with Stenographers. (62.44)

793. A post of Stock Verifier in the grade of Superintendent Grade I, may be sanctioned. (62.46)

CHAPTER 63

OFFICE OF THE ADVOCATE GENERAL

794. The present system of appointment of Law Officers by panels may be put an end to. Suitable Advocates may be appointed by name either for specific type of cases or generally as the Government may deem fit, after consulting the High Court about their experience, ability and fitness. (63.5)

795. Recruitment to the posts of Government Pleaders and Public Prosecutors may be made from among the best available applicants according to the criteria laid down. (63.6)

796. The District and Sessions Judges may be empowered to pass the remuneration bills of the Law Officers. (63.10)

797. One post of a Selection Grade Stenographer may be created in the Office of the Advocate General. (63.11)

798. One post of a Peon may be upgraded to that of a Daffedar. (63.14)

799. The staff in the office of the Advocate General may be merged with the staff of the Mysore Government Secretariat. (63.15)

800. The rates of Retainer and Remuneration payable to Public Prosecutors and Government Pleaders may be revised as suggested. (63.16)

CHAPTER 64

LEGISLATURE SECRETARIAT

801. The existing ten branches of the Secretariat may be regrouped into seven branches. (64.3)

802. The Translation Unit may be retained as a separate wing in the Legislature Secretariat for the present. The Unit may be integrated with the Translation Department in a phased manner (64.7)

803. Payment of overtime allowance to the staff required to attend to work in connection with the Sessions of the Legislature may be regulated according to the principles indicated. (64.9)

804. Compensation duty allowance may be paid at the rate of 10 per cent of the mean between the minimum and maximum of their respective scales of pay, to the officials working in the Legislators Home and other Guest Houses in which accommodation is provided to the Legislator, during the period of Sessions of the Legislatures. The Legislature Secretariat may make suitable arrangements to ensure that the taxis are easily available at the Legislators' Home and other buildings where accommodation is provided for, for the Members of Legislature, whenever the Members desire to have vehicles for private use. (64.10)

805. The powers now vested with the Board consisting of the Chairman and the Speaker in regard to the grant of overtime allowance may be delegated to the Secretary. (64.47)

806. The need for the additional staff may be considered after an assessment is made of the work load devolving on the different grades of Officers, now working in the Secretariat. (64.48)

CHAPTER 65

DEPARTMENT OF SUBORDINATE JUDICIARY

807. The posts of Sheristedars of District Courts may be upgraded to Class II (gazetted) cadre and designated as "Registrars of District Courts". (65.4)

808. Sheristedars in all the Courts of Civil Judges may be in Class III (non-gazetted) cadre equated to posts of Superintendents, Grade I. (65.4)

809. Head Munshies of Munsiffs Courts may be equated to Superintendents, Grade II. (65.4)

810. The staffing pattern for the City Magistrates' Courts at Bangalore, Mysore and Kolar Gold Fields may be the same as in the Civil Judges Courts. (65.5)

811. One Court of Magistrate in each of the Cities of Hubli, Mangalore, Belgaum and Davangere may be converted into City Magistrates' Courts. (65.5)

812. Copyist-Examiners in all Courts may be in the First Division clerical cadre. (65.6)

813. Copyists may be included in the cadre of II Division Clerks and promoted as Copyist-Examiners in their turn on the basis of seniority-cum-merit. (65.6)

814. There need not be a separate cadre for Copyist-Examiners. (65.6)

815. "Non-S.S.L.C. Copyists" need not be equated with "S.S.L.C." Copyists. (65.7)

816. Each Civil Court should be given an independent Typist ; there is, however, no need to have independent Typists in Courts where there are Clerks knowing typing work and have been attending to typing work now in which case they may be paid additional allowance of Rs. 10 per mensem for this work. (65.8)

817. There may be one Nazir, for every District Court, one for the Court of the Civil Judge and Munsiff in the District Headquarters and other places where there are Courts of Civil Judges ; there may be one Nazir each for a Court of a Munsiff, where that is the only court. (65.9)

818. Process Servers may be in one grade and Amcens may be in a higher grade and redesignated as 'Bailiffs'. (65.10)

819. The Fixed Travelling Allowance attached to the posts of "Bailiffs" and Process Servers may be raised to Rs. 25 per mensem. (65.11)

820. As a working rule, there may be a District Court in the Headquarters of each District. (65.16)

821. Civil Judges' Courts which have insufficient work may be abolished by suitable amendment to the Civil Courts Act. (65.16)

822. Additional posts of Civil Judges may be created temporarily for Civil Courts where the work is very heavy. (65.16)

823. The recommendations made with regard to Civil Judges' Courts may apply to the Courts of Munsiffs also. (65.16)

824. Ten per cent of the posts in the cadre of permanent District Judges may be created in the selection grade and this grade may be made personal to the officers concerned. (65.17)

825. The Mysore Civil Courts Act, 1964 may be amended to give effect to the following recommendations :

- (1) Courts of Civil Judges which have insufficient work, may be abolished and the work of such Courts entrusted to the Districts Judges. Section 20 of the Mysore Civil Courts Act 1964 should be amended to provide for appeals against decrees and orders passed by Munsiffs being filed directly in the Courts of District Judges.
- (2) The Government should be invested with the power of enlarging the pecuniary jurisdiction upto Rs. 15,000 of such of the Munsiffs as have put in 10 years of service and are recommended by the High Court.
- (3) Sections 25 and 26 should be amended to empower Civil Judges in charge of the post of a District Judge to pass orders in urgent matters.
- (4) The Act should be so amended on the pattern of Section 23 of the Bombay Civil Courts Act to empower the High Court to create additional posts of Civil Judges and Munsiffs in any Civil Court by keeping similar posts vacant in any other Court. (65.18)

826. There should be a uniform staffing pattern for each category of courts based on the assessment of work-load. (65.19)

827. Further Administrative powers may be delegated to the Judicial Officers at different levels. (65.67)

CHAPTER 66

THE OFFICE OF THE CHIEF TRANSLATOR TO GOVERNMENT

828. The Chief Translator may be declared the Head of a Minor Department. The Law Department may, however, continue to be the administrative Department for all purposes. It would be adequate if the post of the Chief Translator is equated with the post of an Under Secretary to Government. (66.4)

829. The translation unit of the Legislature Secretariat may be transferred to the office of the Chief Translator by stages. The translation unit of the Government Press may also be transferred to the office of the Chief Translator and a common cadre constituted for all these units. (66.5—66.7)

830. One post of I Division Clerk may be created to look after the administrative work. (66.8)

831. The norms of work may be raised tentatively to eight folios per day and the final norms fixed after conducting a "Time and Motion" study. (66.9)

832. Whenever fees or amounts in lumpsums are received from the Government of India towards work done for them, Government may pass on fifty per cent of such fee to the officials who attended to such work, out of office hours and without prejudice to the normal work, according to the norms prescribed. (66.10)

833. The Kannada Translation Assistants, who have adequate knowledge of minority languages, may be given a special pay of Rs. 15 per mensem, if they attend to the work relating to the minority languages in addition to their regular work. (66.18)

CHAPTER 67

BUREAU OF ECONOMICS AND STATISTICS

834. The Bureau of Economics and Statistics may be declared a Major Department. (67.4)

835. The Progress Assistants may be retained as members of the Block team with the administrative and technical control vested with the Development Department and the Bureau respectively. (67.5)

836. Though different Departments of Government can have small statistical units, they should be manned by officers taken on deputation from the Bureau and the posts of Statisticians in the

various departments may be brought under the Cadre of the Bureau of Economics and Statistics except where suggestions are made to the contrary. (67.6)

837. Government may issue instructions to the Heads of all Departments to utilise the equipment available with the Bureau to the maximum extent possible. If, at a later date the equipment is required to be replaced, Government may consider going in for the latest equipment which may be maintained centrally either with the Bureau or in a Central Office like the Vidhana Soudha and the work of all offices in Bangalore got done by this machine.

838. Government may examine the feasibility of introducing similar arrangements, in the Districts or 'Divisions' in case the work in a particular District or 'Division' justifies the installation of such equipment. (67.7 to 67.10)

839. Government may have a study of the work load conducted and then consider the extent to which the Department needs to be reorganised and strengthened. (67.32)

CHAPTER 68

PROBATION AND AFTER-CARE SERVICES DEPARTMENT

840. The Industrial and Agricultural Settlement at Bijapur may be closed down. (68.3)

841. The two District Shelters at Mysore and Belgaum may be closed down. (68.5)

842. The four posts of Liaison Officers may be abolished. (68.6)

843. The post of Regional Probation Superintendent may be abolished. (68.7)

844. The question of forming Organisations consisting of non-officials for undertaking the work now done by the Department may be considered. (68.8)

845. Government may run only a few Institutions to serve as model Institutions until private philanthropic organisations are induced to take up the work. (68.8)

846. The Department of Probation and After-care Services and the Department of Social Welfare may be merged into one Department after the transfer of the several schemes from the Social Welfare Department to other Departments. (68.9)

847. The inmates of the State Homes, etc., on their discharge from the institutions may be provided with sewing machines or other equipment in which they were given training in the Institution. (68.34)

CHAPTER 69

SOCIAL WELFARE DEPARTMENT

848. All the activities undertaken by the Department of Social Welfare for the benefit of the members of the Social Welfare for the benefit of the members of the Scheduled Castes and Other Backward Classes and most of the activities undertaken for the benefit of the members of the Scheduled Tribes may be transferred to the concerned Departments. (69.7)

849. Only a nucleus staff may be maintained in the Head Office for release of grants, watching the progress of expenditure and other allied items of work. (69.7)

850. The staff working in the various Institutions, etc., may be also transferred to the concerned Departments giving them due seniority in those Departments. (69.8)

851. The Departments of Social Welfare and Probation and After-care Services may be combined into one Department under the Director of Social Welfare and Correctional Institutions after the transfer of the several schemes from the Social Welfare Department to the concerned Departments. (69.9)

852. Follow-up action on the recommendations made in Evaluation Reports on the various schemes may be taken within a month of the receipt of such Reports. (69.11)

853. The work of Inspection of Unit Offices for ensuring that work regarding the reservation of posts for members of the Scheduled Castes, Scheduled Tribes, etc., in Government Services may be attended to by the inspecting officers of the concerned Departments and need not be attended to by the Officers of this Directorate. (69.12)

CHAPTER 70

GOVERNMENT ELECTRICAL INSPECTORATE

854. The draft of the "Mysore Cinemas (Regulation) Rules 1968" published by Government may be finalised early to ensure that uniform Rules operate in all the parts of the State. (70.2)

854. (a) The Electrical Inspectorate should be made an independent Department. (70.5)

855. Pending the Constitution of an independent Inspectorate, as a first step the posts of Junior Inspectors may be filled by direct recruitment of persons with necessary qualifications. (70.10).

CHAPTER 71

GOVERNMENT FLYING TRAINING SCHOOL

856. Four posts of Aircraft Helpers may be converted into those of Aircraft Hands. (71.3)

857. One of the posts of Second Division Clerks may be upgraded to that of a First Division Clerk. (71.4)

858. Staff working in the work-charged establishment for maintenance of the Aerodrome, who have put in a continuous service of 10 years and more may be confirmed. (71.5)

859. The benefits and conditions of service recommended in respect of personnel working in the work charged establishment of the Public Works Department may be extended to cover the corresponding categories of personnel in this Institution also. (71.6)

860. The City Market Bus Stand at Bangalore may be taken as the point from which the bus fare is to be calculated for payment of conveyance allowance. (71.6)

CHAPTER 72

THE MYSORE PORTS DEPARTMENT

861. No recommendations of a general nature

CHAPTER 73

PUBLIC WORKS DEPARTMENT

862. The Board of Chief Engineers may be placed on a formal footing and the seniormost Chief Engineer may be appointed as the Chairman of the Board. (73.9)

863. Four Zones may be constituted under four Chief Engineers. (73.11).

864. The Bangalore Water Supply and Swerage Board may have an Officer of the status of a Superintending Engineer, the City Improvement Trust Board and the Mysore Housing Board may have officers of the status of Executive Engineers to be in charge of their respective Engineering Wings. (73.12)

865. Circles, Divisions and Sub-Divisions may be reconstituted on the lines indicated. (73.16 to 73.36)

866. There may be a Central Designs Organisation working under the Chief Engineer, Minor Irrigation and Public Health Engineering. In addition, Designs Organisations may be set up in each Zone under an Executive Engineer. (73.37)

867. The Research Station at Krishnarajasagar may be placed under the Chief Engineer, Minor Irrigation and Public Health Engineering. (73.38)

868. The Regional Workshop at Bangalore at Bangalore may be treated also as the Central Mechanical Workshop; it may be placed under a Superintending Engineer and the Regional Workshops at Mysore, Belgaum and Gulbarga may be placed under Executive Engineers. (73.39)

869. A separate cadre of Mechanical Engineers need not be constituted; such of the Mechanical Engineers as are in service or as may be recruited hereafter may be given placement in which they would have adequate opportunities to utilise their knowledge. (73.40)

870. An Accounts Officer in the cadre of Assistant Controllers may be posted to the office of each of the Chief Engineers to supervise the accounts work in the several divisions under the control of the Chief Engineer concerned. (73.42)

871. The present system of pre-audit may be replaced by concurrent post-audit in all major projects. (73.45)

872. The Chief Architect may co-ordinate with the Chief Engineer in charge of the Designs Organisation and the other Chief Engineers as indicated. (73.50 to 73.51)

873. All the Technical and Ministerial posts in the unit of the Chief Architect may be filled by taking Officers on deputation from the Public Works Department. (73.52 to 73.53)

874. The transfers, postings and placement of officers for the Investigation of Projects may be effected as indicated. (73.56)

875. The norms of work-load as indicated may be adopted. (73.58 to 73.59)

876. The procedure indicated for purchases of Stores may be followed. (73.61)

877. The procedure indicated for obtaining sanction to the purchase of materials may be adopted. (73.63)

878. The suggestions made by the Adviser in regard to the proper management of Stores and proper maintenance of Stores Accounts may be implemented. (73.64)

879. The procedure as indicated with regard to the execution of works by heavy earth moving equipment, when the Department owns, maintains and operates such machines may be followed. (73.65 to 73.66)

880. Action may be taken as indicated for ensuring the control of the quality of works under execution whether executed through Contractors or by departmental agency. (73.68 to 73.71)

881. A revised Public Works Department Accounts Code may be prepared. (73.73)

882. The procedure as indicated in respect of Irrigation Management may be followed. (73.74 to 73.76)

883. The procedure as indicated with regard to the maintenance and upkeep of assets created in other sectors like Communication, Buildings and Public Health Engineering Works may be adopted. (73.77 to 73.78)

884. The procedure as indicated about according administrative approval to the estimates for Major and Medium Irrigations works may be followed. (73.79 to 73.81)

885. Action may be taken to prepare realistic schedule of rates as indicated. (73.82)

886. The procedure as indicated in respect of Land Acquisition may be adopted. (73.83 to 73.91)

887. The procedure as indicated with regard to the allotment of Government vehicles to the officers of the Public Works Department may be followed. (73.93)

888. The intake in the Engineering Colleges and Institutions conferring diploma may be reduced by stages till the persons with engineering qualification are able to secure suitable employment. (73.97)

889. The idle capacity in the Engineering Colleges and other Institutions of a like nature may be utilised for giving refresher courses etc., to inservice Engineers. (73.98)

890. The Departmental examinations in Engineering subjects and Accounts may be revived for Assistant Engineers, Junior Engineers and Supervisors. Government may make arrangements for officers of the Department forming a study team to go outside the State to observe and study projects of the type which they are required to plan and execute within the State. (73.99)

891. Full advantage may be taken of opportunities for sending the officers to Central Organisations like the Central Public Works Department and the Central Water and Power Commission. (73.100)

892. The Unit that has undertaken the studies about the Inter-State Rivers may be placed under the control of the Chief Engineer, Minor Irrigation and Public Health Engineering. (73.102)

893. The Board of Chief Engineers may have an Administrative Officer in-charge of administration (establishment matters) of the entire Department. (73.112)

894. One post of Chief Engineer may be in the Selection Grade. (73.117)

895. About 680 Junior Engineers or so may be absorbed as Junior Assistant Engineers. (73.155)

896. The services of the surplus Junior Engineers may be utilised by undertaking execution of various works Departmentally or their services may be placed at the disposal of the Construction Corporation and they may be gradually absorbed in the cadre of Junior Assistant Engineers and further promoted as Assistant Engineers in course of time as and when vacancies arise. (73.157)

897. Two classes (Grade I and Grade II) may be constituted in the cadre of Head Draughtsman. (73.161)

898. Ten per cent of the posts of the Supervisors may be treated as Selection Grade posts. (73.188)

899. The service conditions and the emoluments of the Work Charged Establishment may be revised as indicated. (73.309—73.310)

900. Special Pay at the rates indicated may be given to the officers in the Unit of the Chief Architect. (73.316)

CHAPTER 74

DEPARTMENT OF ENDOWMENTS

901. The Additional District Judge at Dharwar or Belgaum may be appointed as the Charity Commissioner. (74.7)

902. The Executive Officers of the Madras area may be absorbed in Government service. (74.8)

903. No fee need be levied for darshan of the Deity. (74.10)

904. It may be ensured that Puduvats are drawn regularly and utilised properly. (74.11)

905. Jewels and valuables belonging to the temples may be kept in the District or Sub-Treasuries. (74.12)

906. The three Agama Pandits attached to the Office of the Commissioner for Endowments may be absorbed as Professors, Assistant Professors or Lecturers in Sanskrit Colleges at Mysore or Melkote. (74.20)



CHAPTER 75

MYSORE REVENUE APPELLATE TRIBUNAL

907. A common Tribunal designated the Mysore Appellate Tribunal may be constituted by merging the Mysore Co-operative Appellate Tribunal, the Mysore State Transport Appellate Tribunal and the Mysore Sales Tax Appellate Tribunal with the Mysore Revenue Appellate Tribunal. The composite Tribunal may be placed under the supervisory control of the High Court. (75.16)

908. The Chairman of the Tribunal may be declared the Head of the Office. (75.24)

909. The Tribunal may have six Benches of which four may be in Bangalore and one each in Mysore and Belgaum. (75.20)

910. Special pay may be paid to all the members (including the Judicial Members) at Rs. 100 per month. (75.34)

CHAPTER 76

REGISTRATION AND STAMPS DEPARTMENT

911. The system of filling duplicate copies of all types of documents presented for registration may be adopted after making proper provisions to ensure that the duplicate copies are filled only after proper verification. (76.11)

912. The Sub-Registry Offices receiving more than 7,000 documents per year may be bifurcated ; the Sub-Registry Offices may be reorganised and reconstituted in such a way that no Sub-Registry Office receives less than 3,500 documents in a year. Pending such reorganisation and re-constitution, Sub-Registry Offices registering more than 5,000 documents may be given additional Sub-Registrars of the II Grade to be designated as Joint Sub-Registrars. Comparatively heavy Sub-Registry Office, *i.e.*, Offices registering more than 3,500 documents but less than 5,000 documents may be placed in charge of I Grade Sub-Registrars. (76.14)

913. The posts of I Grade Sub-Registrars may be clubbed together with the posts of Headquarters Sub-Registrars and treated as Class II posts. (76.20)

914. In respect of the Sub-Registry Offices situated in the premises of the Taluk Officers, the watchman of the Taluk Office may be entrusted with the responsibility of guarding the Sub-Registry Offices also, without any extra remuneration. (76.26)

915. The fees levied for the registration of Firms and Societies and for the filling of Annual Returns by them may be enhanced. (76.30)

916. The post of Superintendent of Stamps along with the technical staff of the stamp section may be transferred to the control of Treasury Department. (76.50)

CHAPTER 77

REVENUE DEPARTMENT

917. The post of the Special Deputy Commissioner for Inam Abolition, Gulbarga Division and his establishment may be abolished and the residuary work entrusted to the Deputy Commissioners of the Districts concerned. (77.11)

918. The Special Deputy Commissioner for Inam Abolition, Bangalore Division and his establishment may be continued till the end of March 1969 with instructions to decide all cases by 31st March 1969. (77.12)

919. The Special Deputy Commissioner for Inam Abolition, Hassan Division, may be given some experienced staff and also one more Stenographer. (77.13)

920. In order to dispose of heavy pendency of Inam Abolition cases, the Deputy Commissioner, Mandya, may be given additional clerical assistance or some of the cases may be transferred to the Special Deputy Commissioner, Hassan Division, Hassan. (77.14)

921. Government may issue instructions to all the officers concerned to dispose of all the pending Inam Abolition cases as quickly as possible. (77.16)

922. Government may, in consultation with the High Court, transfer the entire administrative control over the Tribunals to the High Court. (77.18)

923. The Revenue Commissioner may keep a close watch on the work of the Special Land Acquisition Officers and terminate their posts along with those of their subordinate staff immediately after the Special items of work entrusted to them are completed. (77.19)

924. Fixed Travelling Allowance may be paid at Rs. 100 per mensem to the Tahsildars in charge of Taluks and at Rs. 30 per mensem to the Revenue Inspectors. No separate Fixed Travelling Allowance need be paid to them in connection with the Food procurement operations. (77.83)

925. The powers that have now been given to the officers at various levels are not sufficient to enable the Officers to attend to their work promptly and efficiently. The Officers at various levels may continue to exercise the various powers which they are now exercising and in addition certain further powers as proposed may also be delegated to them. (77.84)

CHAPTER 78

SURVEY, SETTLEMENT AND LAND RECORDS DEPARTMENT

926. Stone Depots may be opened by Government in larger villages in the Gulbarga District in the first instance and the system extended to other areas in due course if it is found to be useful. (78.5)

927. The survey maps may be made available to the public at the Taluk Offices on payment of cash. (78.6)

928. The practice of effecting cuts in the salary of Surveyors for short-fall in work may be discontinued and disciplinary action taken if there is persistent shortage in their work. (78.8)

929. The Surveyors and Supervisors may be brought under the administrative control of the Tahsildars. (78.9)

930. Future vacancies of 'Record of Rights Clerks' may be filled by the transfer of Second Division Clerks of the Revenue Department. (78.10)

931. Training Classes may be organised at Taluk Headquarters for giving survey training to the I and II Division Clerks of the Department. The Gazetted Officers of the Department may also be deputed for survey training at the Survey Training Institute at Hyderabad and Dehra Dun. (78.11)

932. Only persons trained in survey work may be recruited to the Department in future. (78.11)

933. The authorities of the Polytechnics may be requested to give 3 months' or 6 months' Survey Training to those who have secured Diploma in Civil Engineering. (78.11)

934. All the vacant posts in the permanent cadre of Surveyors may be filled in the first instance ; the question of filling the additional (temporary) posts created for special items of work may be examined in due course. (78.12)

935. All the Class II posts like District Survey Officers, Assistant Survey Officers etc., may be designated as "Assistant Superintendents". (78.19)

936. Further financial and administrative powers may be delegated to the Deputy Commissioner for Settlement, Deputy Commissioner for Land Records and Survey Officer, City Survey, Bangalore in accordance with the general principles enunciated in Chapter No. 9. (78.31 and 78.32)

937. The Deputy Commissioner for Settlement may be designated as "Deputy Commissioner for Land Records and Settlement". (78.33)